

UNIVERSITY
OF TORONTO

Bulletin

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1989

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Agreement reunites St. Augustine's, TST

by Jane Stirling

ST. AUGUSTINE'S SEMINARY has returned to the University fold by agreeing to abide by the principle of academic freedom.

A five-year Memorandum of Agreement between U of T and the Toronto School of Theology, which St. Augustine is soon to rejoin, was approved by the Academic Board May 4.

The memorandum must still be approved by Governing Council and by the

governing boards of TST's seven member institutions.

The agreement enshrines the principle of "preservation of academic freedom" in the bylaws of the theological schools. It says TST and its member institutions must afford their teaching staffs the same guarantees that protect faculty at U of T.

According to these provisions, a faculty member can be dismissed only for adequate cause, such as persistent neglect of duty, inability to carry out rea-

sonable duties, failure to maintain reasonable competence or gross misconduct.

Prior to this agreement, disciplinary action was handled by TST and its member institutions.

See ABIDING: Page 2

Retirees reception

PRESIDENT George Connell is holding a reception for faculty and staff who are retiring at the end of this academic session in the Hart House quadrangle, May 18, from 4 to 5.30 p.m. In the event of inclement weather, the reception will be held in the East Common Room. Friends and families of the guests, and all members of the University community, are invited to attend.

Staff association seeks vote on divestment of pension fund

by Karina Dahlin

AT A MEETING May 8, the board of representatives of the staff association passed a resolution asking the University administration to take the necessary steps to have U of T's pension fund divested of

holdings in companies which do business in South Africa.

The faculty association will discuss a similar resolution at its council meeting June 6. In the meantime, UTFA plans to discuss the matter with the staff association and other campus staff groups in an effort to combine forces and persuade the trustees of the plan to carry out an inquiry among beneficiaries.

Robert White, assistant vice-president (finance), said that in light of new legislation, the administration is already considering divestment of the pension fund.

Investment manager Robert Wilson said the fund was worth \$801 million in December. Approximately \$19 million is invested in 13 companies with links to South Africa.

Records show that none of them do more than 2 percent of their sales in South Africa. All firms are based in the United States and most are drug companies. A firm such as Boeing is also included be-

cause it employs one person in South Africa, said Wilson.

In January 1988, after a decision by *See PENSION: Page 2*

Digging in

by Jane Stirling

A TELEVISION series starring a number of University personalities and featuring on-campus footage will break new ground for archeology and public TV.

"Archeology from the Ground Up" starts tonight at 10 p.m. on TVOntario and runs for five consecutive Mondays. Its aim is to educate the public and explain how people can get involved in digs around the province.

See ARCHEOLOGY: Page 2

Profit motive distorts press mandate: Jeanneret

by George Cook

IN HIS recently published memoirs, Marsh Jeanneret, director of U of T Press from 1953 to 1977, says universities should not require their publishing ancillaries to subsidize scholarly books with the money from profit-making activities.

"Whenever a university requires that its press balance the expense of publishing academic books and journals with profits from other operations, it imposes responsibilities that lie outside the purposes of both university press and university," Jeanneret writes.

God and Mammon: Universities as Publishers (Macmillan of Canada, 1989) is

available at the U of T Bookstore. It describes the development of Jeanneret's attitude to the requirement that the UTP break even on the proceeds from printing sales, "popular" titles and other activities, without direct subventions from the University budget.

"The scholarly editorial process is a fixed academic overhead, and belongs in the budget of the university alongside other academic activities of the parent institution. When, as often happens, editorial salary scales and benefits are tied to university-wide wage settlements rather

than to the norms of the publishing industry, the university's responsibility for offsetting their costs becomes even clearer.

See QUEST: Page 7



Spring cleaning

Groundworker Joe Kuchta found a rare day of sunshine to give railings at Varsity Stadium a fresh coat of paint.

Abiding by principle of academic freedom

Continued from Page 1

Academic freedom at the affiliated theological colleges became a University concern in 1984 when Cardinal Emmett Carter made controversial changes involving three faculty members at St. Augustine's. Two priests resigned and one was reassigned.

Last year, St. Augustine's withdrew from the memorandum when Carter declined to sign a letter committing the seminary to University policy concerning academic freedom. The other six TST

colleges — Emmanuel, St. Michael's, Knox, Trinity, Regis and Wycliffe — agreed to the stipulations.

As a result, the seminary was not counted in the University enrolment reports to the Ministry of Colleges & Universities last year and did not receive funding from U of T.

Father James Wingle, president and rector of St. Augustine's, said the lack of funding was only one reason the seminary decided to rejoin the University community.

"Money was a factor, of course, but it

was a much larger issue."

He said the seminary and University were able to resolve their differences concerning the meaning of certain words, such as "academic freedom," contained in the memorandum.

"There were misunderstandings of language," Wingle said. "What the University thinks is meant by a word and what we think is meant can be two different things. But frank and clear exchanges of information in the past year enabled us to know what we're both talking about."

St. Augustine's values academic freedom as much as U of T but the two institutions must deal with different administrative structures when coping with the principle, he said. Under the terms of the new memorandum, the seminary is satisfied U of T will respect its objectives and theological mission.

Professor Paul Gooch, an associate dean of the School of Graduate Studies and the University's chief negotiator with TST, said no special concessions were included for St. Augustine's benefit. The seminary agreed to sign the agreement because it recognized U of T's principle of academic freedom.

"Last year, Cardinal Carter felt they were surrendering too much to the University, but I think they got used to the idea," he said.

The memorandum also incorporates new provisions for University membership on various TST committees. The dean of the graduate school, instead of the

president, will handle the appointments. Gooch said this provision improves the links between SGS and TST and provides the former with "quality control" over the theological graduate programs. TST and the University conjointly offer graduate degrees in theology.

At the Academic Board meeting, Professor Jim Burke of the Department of Spanish & Portuguese said the new provisions do not go far enough in ensuring TST adheres to U of T standards on faculty appointments, admissions, grading and academic programs. He would like to see SGS representation on all search committees for the theological colleges and the establishment of a committee to ensure TST standards are consistent with those of the University.

President George Connell said the memorandum helps the University maintain cohesion among the member institutions and theological education.

Goldwyn French, past-president of Victoria University and current chair of the TST board of trustees, said the memorandum "is not foolproof" but depends on mutual trust between U of T and TST.

Professor Henry Rogers of the Department of Linguistics and vice-president (grievances) for the faculty association, said UTFA is still concerned about TST grievance procedures but the academic freedom clause is satisfactory. "UTFA doesn't often have the opportunity to say nice things about the administration but we'd like to say thanks for this."

Archeology series starts tonight

Continued from Page 1

"We've tried to demystify archeology," said Professor Gary Crawford, associate chair of the Department of Anthropology at Erindale and host of the series. "We didn't want to frighten people by sounding like ivory-tower stuffed shirts and we didn't want to patronize them. We enjoyed making the series and feel it has a great deal of scientific value."

The show, which deals with the practical, hands-on methods used by archeologists, is directed at adult viewers. It will also be used in high schools and universities around the country and in the US.

Four years ago, TVO conducted a market survey to determine the level of public interest in archeology. The interest was there but nothing happened until last year when representatives from TVO and the Ontario Heritage Foundation asked Crawford to be script consultant.

Producer Jim Moriarty later asked him to host the show. "Moriarty was a little nervous because I was an untried entity but everything worked out well," Crawford said.

The script writing and filming took a year to complete. Most of the footage



COURTESY TVONTARIO

Gary Crawford

was shot at a 17th-century Indian site on Manitoulin Island but the series includes shots around Toronto and the University.

Discoveries

The five half-hour segments deal with, among other issues, finding and dating archeological sites, digging techniques, identifying artefacts, recording discoveries and getting involved in actual digs.

Other faculty and staff are featured on the show. Professor Ron Farquhar of the Department of Physics explains how to find artefacts without digging by using geophysical equipment; Professor Ted Litherland, also of physics, talks about radiocarbon dating of artefacts; Ron Hancock of the Department of Chemical Engineering and the Slowpoke reactor facility explains how the reactor can be used to find trace elements in artefacts and therefore determine their origins; Larry Pavlish, a research assistant in the Department of Physics, discusses how to use a method called thermoluminescence to date artefacts and determine their authenticity; and Professor Maxine Klein-dienst of the Department of Anthropology talks about archeological education at the University.

Cathy D'Andrea, a graduate student in anthropology, prepared a written text that accompanies the series.

For those who miss the series, it will be repeated Saturdays, beginning May 20 at 11:30 a.m. It will air again in June and August.

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Continued from Page 1

Governing Council to sell the University's shares in companies with investments in South Africa, \$1.6 million of its endowment fund was reinvested. (The fund was valued at \$92 million Dec. 31, 1988.)

The pension fund was off limits because the law of trusts imposed a legal obligation on trustees to maximize the economic return to the fund. Buying and selling on moral or political grounds was forbidden if it reduced the profitability of the investment portfolio.

Last December, the Act Permitting Trustees & Other Persons to Dispose of South African Investments received royal assent. It allows pension funds to dispose of investments without the trustees being liable for financial losses.

Divestment, however, can only take place if a majority of the plan's members agree. The University of Windsor was the first institution to take advantage of the new law. Last month its board of governors decided to withdraw investments of the faculty pension fund from companies linked with South Africa. The action followed a survey of 700 beneficiaries of the plan.

CIDA grant to Scarborough

THE CANADIAN International Development Agency (CIDA) has approved a \$1 million, five-year grant to the International Development Studies program at Scarborough College.

The CIDA funds will help defray the cost of student placements abroad. IDS is one of several work-study programs offered at the Scarborough campus. It gives students a theoretical grounding in many aspects of international development and includes a work placement in a developing country. Work terms last from nine months to a year.

In completing the requirements for the degree, IDS students have worked in China, Costa Rica, Ethiopia, Fiji, Nicaragua, Peru, Sri Lanka, Sudan and elsewhere.

Correction

THE BREAKPOINT salary for professors, as stated in the May 1 Bulletin, is incorrect. The figure is \$69,300.

UNIVERSITY OF TORONTO

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Women administrators confront concerns

by Karina Dahlin

UNIVERSITIES do not acknowledge in any practical way the heavy committee responsibilities carried by many women, say female academic administrators.

Professor Eleanor Irwin, associate dean (academic) at Scarborough College, said that although it is a good thing that universities want women to serve on search and tenure committees the problem is that there are fewer women than men to invite as members.

"As the only woman in a department or in a certain area, women often feel they have to accept." The membership of a committee can be listed on a person's curriculum vitae but it does not count as academic research or teaching. The issue is not dealt with by employment equity guidelines -- in fact, it's one of those things that people don't really talk about, Irwin said.

Labelled "the token-woman syndrome" it was one of the topics discussed by 80 participants at the third annual Senior Women Academic Administrators Conference in Toronto April 28-29.

The importance of giving female graduate students advice about academic careers was also discussed. "The informal old-boys network is still working. Women have nothing similar. We should teach women what men do naturally," said Irwin.

A particular concern is women in research. "More women are involved in non-traditional or interdisciplinary areas. They are not getting funding. You can find money for cancer or medical research, but it is hard to find it for a project on nursing care."

Valuable network

There is no formal organization behind the administrators conference, which was started two years ago on the

initiative of people at the University of Calgary.

Participants did not agree on all points but a very valuable network has been established, Irwin said. The next step may be an incorporated association with a constitution. For the first time, resolutions were discussed and will be drafted for next year's meeting in Montreal.

Thirteen women from U of T attended the conference at Hotel Plaza II. Several served as panel members and Eva Kushner, president of Victoria University, spoke about women in research at a dinner April 28 at Massey College.

An annotated bibliography *Women in Academia: Employment Issues* was distributed to participants. Additional copies are available from the dean of the Faculty of Library & Information Science.



Eleanor Irwin



JEWEL RANDOLPH

Volunteers for the faculty/staff fundraising campaign were thanked at a reception May 3 in the Governing Council chambers. From left to right: canvasser Ann Saddlemeyer, co-chair Cecil Yip, development officer Twyla Gibson, deputy chair Bill Graham and co-chair Gwen Russell.

Faculty and staff pledge \$1.5 million to Breakthrough

FACULTY AND STAFF have pledged more than \$1.5 million to the University's Breakthrough campaign.

Although the canvassing period has ended, pledges are still coming in, edging the faculty and staff portion of the \$100 million fundraising effort closer to its \$4 million goal.

More than 15 percent of faculty and staff participated. Faculty co-chair Cecil Yip, a professor in the Banting & Best Department of Medical Research, said there was a fairly good response but the participation rate could have been higher. Canvassing throughout the University started in early February and ended in late March. However, there

is no closing date for the campaign so people can still send in pledges earmarked for designated projects or any activity or aspect of the University.

The organizing committee was composed of co-chairs Yip and Gwen Russell, chief technician in the Department of Nutritional Sciences, and deputy co-chairs Bill Graham, professor of philosophy in the Division of Humanities at Scarborough College and Darlene Myers, public relations and liaison officer in the Office of the Dean, Faculty of Arts & Science.

Yip said the committee is grateful for the help of the canvassers and for the contributions of donors.

We must improve situation for native students: Chamberlin

by Jane Stirling

U OF T HAS an obligation to take a "leadership role" in providing educational opportunities for native students, says Ted Chamberlin, principal of New College, who chairs a special committee on native students.

At the May 4 meeting of the Academic Board, Chamberlin said the University must rise to the challenge of improving its poor record in dealing with aboriginal students.

"There has been a relentless chronicling of biases and intimidation of native students as they make their way through this university," he said. "We need to improve the proportion of native students here."

The board approved the general principles contained in the committee's report. The document includes 33 recommendations that deal with pre-university education, recruitment, admissions, support activities and programs.

The report recommends that professional faculties consider program adaptations to take into account the needs of aboriginal students.

(The document has been referred to the Committee on Academic Policy & Programs which will examine the recommendations, consider means of implementation and report back to the board no later than December 1989.)

Dean Gary Heinke of the Faculty of Applied Science & Engineering said he was in favour of increasing native students at U of T but was worried about the cost of programs that might be duplicated in engineering schools across the country.

It is highly unlikely, he said, that his faculty will have a native student policy in place three years from now. A better idea would be to provide native services at one engineering faculty in the country.

"I can't convince myself this faculty of engineering should take a leadership

role. We can't be all things to all people."

Professor Bernhard Cinader of the Departments of Immunology and Clinical Biochemistry said the report isn't suggesting a duplication of services at every engineering faculty in Ontario but an environment that "welcomes native students."

Gathering place

The report suggests the establishment of a centrally located gathering place for aboriginal students. Part-time student representative Barry McCartan said he was concerned about the cost of such a facility and about segregating students.

"Putting certain students in their own separate area isn't a good thing. They should circulate throughout the University."

Chamberlin said this recommendation emanated from native students themselves. "We underestimate how much our own traditions, which are mainly European, are reinforced every day at this university. There was strong advice from native students of their need for their own centre of activity."

Principal Desmond Morton of Erindale College wanted reassurance the report wasn't advocating radical changes to the University's curriculum for the benefit of native students.

Chamberlin said the committee's intent was not to impose "draconian" measures on the University but rather to ease native access.

One initiative that should be expanded is the Indian Health Careers Program, Chamberlin said. The program is designed to interest native students in health careers and includes a one-week health-experience workshop on campus.

The report suggests that faculties report annually to the provost on their success and the provost, in turn, report to a specially appointed committee of the board, set up to monitor the strategies.

Hearing was flawed: Hummel

A SEXUAL harassment hearing that found him guilty of leering at a female swimmer was badly flawed, says Professor Richard Hummel of the Department of Chemical Engineering & Applied Chemistry.

Hummel, who was subsequently banned from the use of Hart House facilities for five years, has written a letter to the administration and the U of T Faculty Association (UTFA) outlining what he believes were seven procedural faults in the hearing conducted in January.

He plans to appeal his case on July 24 before the University's Sexual Harassment Appeals Panel.

One of the problems with the hearing was the inadequate time his lawyer

had to prepare for the case. Hummel said his counsel spent only one hour with him prior to the hearing. "An unprepared counsel is essentially no counsel at all. I have a right to an informed counsel."

He would not disclose his other concerns listed in the letter but is hoping he receives a reply from the administration and UTFA.

The correspondence won't change the fact that there will be an appeal "but it may affect my own hearing." He plans to use the seven points in his appeal.

Nancy Adamson, sexual harassment officer, said she is currently transcribing evidence from the original hearing to be distributed to members of the appeals board, Hummel and his lawyer and the complainant and her lawyer.

Essential repairs would cost \$74 million

by Karina Dahlin

U OF T IS IN a sad state of repair. A survey of the three campuses has shown that it would cost \$74 million to catch up with all the chores in its job jar.

At the May 1 meeting of the Business Board, Janice Oliver, assistant vice-president (facilities and administrative systems), said the repairs were all essential, affecting the basic structure of the buildings.

Alexander Waugh, a staff representative on the board, said the situation was "breathtaking and devastating."

The University cannot afford to spend any of its own operating funds on upkeep but expects to get \$3.8 million from the Ministry of Colleges & Universities for repairs and renovations in 1989-90.

In the case of the North Borden Building, the Physical Plant Department has recommended that it would be cheaper to destroy the building and rebuild it than to fix it. The Department of Sociology occupies the former dairy. No decision has yet been made on the relocation of the department or on the future of the building, but the matter is "under active

discussion," Oliver said after the meeting.

Of the \$74 million, projects worth \$53 million are eligible for ministry funding.

Of the remainder, \$15.4 million represent repair jobs on buildings that cannot receive provincial funding (such as Varsity Stadium, the president's residence, the International Student Centre, Hart House, residences and other student services).

Repair and renovation tasks of less than \$30,000 each (\$5.6 million in all) must also come out of the University's own budget.

Because the University has not budgeted for repairs this year, some jobs in the latter category will eventually cost more than \$30,000 and will end up being eligible for ministry funding, Oliver said.

Two successive five-year plans are currently being designed to show how serious the situation is and which work must be done first.

"The University and the government are well aware of all the projects. It's a time bomb ticking away," said Oliver.

Still safe

While buildings on campus may be looking worse for wear, they are still safe, Oliver said. Life safety is the first criterion in the allocation of the repair and renovation grants from the ministry.

However, it is costing more to insure the University. A report from the Canadian Universities Reciprocal Insurance Exchange says the University's boiler and machinery policy was "severely stressed" in 1988 with seven claims involving equipment failures.



PETER LEGRIS

North Borden Building

"The increase is a direct reflection of the deferred maintenance necessitated by budget cutbacks and is the predictable outcome when machinery is run well beyond its replacement lifespan," the report said.

Oliver predicted there will be more equipment failures in the future, followed by higher insurance rates.

President George Connell told Governing Council April 27 it was "a serious setback" that the ministry had not allocated money for renovation of the Mining Building. The University had asked for \$6.7 million to upgrade the structure, designated as the home for mechanical engineering and two centres of excellence.

Despite the setback, the idea of using the Mining Building for these groups has not been scrapped. Dean Gary Heinke

of the Faculty of Applied Science & Engineering said negotiations are taking place "to find ways out of the current dilemma."

The Business Board approved that the following projects be carried out (subject to approval by the Academic Board, and confirmation by the Executive Committee of Governing Council and the Ministry of Colleges & Universities):

- completion of southeast campus substation, to deliver the electrical power needed for new facilities — \$1.08 million
- renovation of 45 St. George St., currently occupied by the Faculty of Forestry — \$480,000
- St. George campus roof replacements (including Wilson Hall, the northwest chiller plant and the Gage Research Institute) — \$221,500
- Scarborough College, roof — \$200,000
- Erindale College, replacement of fire panels — \$45,000
- stair enclosures for fire safety (Rosebrugh Building, Falconer Hall) — \$200,000
- ventilation, Edward Johnson Building — \$43,000
- decentralization of summer steam production at Scarborough College — \$75,000
- rooftop greenhouse repairs, Erindale College — \$40,000
- replacement of 1925 heating system at 21 Sussex Ave. — \$400,000.

A further list of projects will be drawn up when the government formally announces its 1989-90 grant.

Insurance rates drop, CURIE responsible

IT HAS paid off for the University to join the Canadian Universities Reciprocal Insurance Exchange (CURIE). A report on insurance and risk management tabled at the Business Board May 1 shows that U of T paid a premium of \$557,265 in 1988. Had the insurance policies been underwritten by a commercial insurer, the cost would have been more than \$764,000.

In addition, the University has built up \$150,000 in equity in CURIE. If the pattern of good claims experience continues, premiums could be reduced by \$150,000 — saving 47 percent over current commercial rates. However, such a decision will not be made until Jan. 1, 1993, when CURIE's first five-year program will be reviewed, said Eric Fleming, insurance and risk manager.

CURIE was started on the initiative of U of T. On Jan. 1, 1988, 41 Canadian universities set up their own insurance cooperative for property and liability coverage. The action was taken to avoid higher commercial premiums and to get broader coverage.

U of T's cars, trucks and vans had fewer accidents in 1988 than estimated. This reduced the automobile fleet policy premium by \$13,571. On the other hand, fine arts premiums were increased by \$9,000 due to the theft of five Group of

Seven paintings from the Faculty Club in September 1987.

There was one significant fire loss in 1988: a suspected arson in the offices of the Faculty of Medicine with a total damage of \$60,000. The fire was thought to have been started by students wanting to destroy exam papers.

Another major property loss occurred at the U of T Press warehouse when a series of steel shelves used to assemble book orders collapsed.

The incident happened during the peak period in August. In addition to \$30,000 direct damage, it caused an estimated \$50,000 increase in operating expenses for extra staff, delays and loss of business.

The report said there was "a disturbing increase in frequency and size of theft incidents." In most cases, this involved computer equipment.

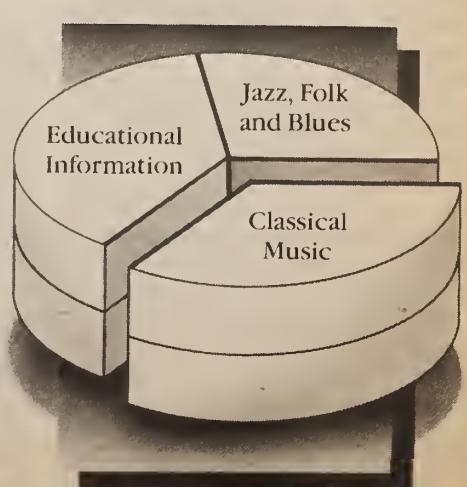
Legal liability claims were stable in size and frequency. Of 30 reported incidents, nine claims were made, most of them "slip and fall" accidents.

Five claims were made under the crime policy, totalling \$31,916. The largest occurrence was the theft of a \$36,000 bank deposit envelope from the bookstore. Most of the amount was in the form of credit card chits or cheques which were later recovered.

LISTENING DIET . . .

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Parking for Convocation

Parking on the front campus around King's College Circle will be restricted during Convocation (June 2 to 16). Holders of regular University of Toronto unreserved parking permits are requested to park in other University lots during this time. For more information, please telephone the parking office at 978-2336.



University of Toronto

Nominations and Applications are Invited for the Position of

PRESIDENT

The President, as chief executive officer, is responsible for the leadership and management of Canada's largest university.

Nominations and applications should include a brief statement of the qualifications and specific achievements on the basis of which the individual merits consideration for the Presidency. A *curriculum vitae* should be included.

The President will take office for a term beginning on July 1, 1990. Pursuant to the University of Toronto Act, the President must be a Canadian citizen. Letters should be submitted as soon as possible and no later than June 1, 1989, to:

Dr. John G. Dimond
Secretary
Presidential Search Committee
Room 106, Simcoe Hall
University of Toronto
Toronto M5S 1A1

The University of Toronto is committed to the principle of equity in employment.

Final installment. Richard Lederer, an English teacher at St. Paul's School in Concord, New Hampshire, has pasted together a "history" of the world taken from genuine student bloopers collected by teachers throughout the US from grade eight through university. Here's his history (part 10):

The sun never set on the British Empire because the British Empire is in the East and the sun sets in the West. Queen Victoria was the longest queen. She sat on a thorn for 63 years. She was a moral woman who practiced virtue. Her reclining years and finally the end of her life were exemplary of a great personality. Her death was the final event which ended her reign.

The 19th century was a time of a great many thoughts and inventions. People stopped reproducing by hand and started reproducing by machine. The invention of the steamboat caused a network of rivers to spring up. Samuel Morse invented a code of telepathy. Louis Pasteur discovered a cure for rabbis. Charles Darwin was a naturalist who wrote the Organ of the Species. Madman Currie discovered radio. And Karl Marx became one of the Marx brothers.

The First World War, caused by the assignment of the Arch-Duck by an anarchist, ushered in a new error in the annals of human history.

E.A. Walker has written us another letter, this time addressed to "Persons": "Those who like the name of the University's Department of Human Resources will be ecstatic to learn that the U of T Press has an 'Order Fulfillment Department.'"

The *U of T Magazine*, published by the very same Department of Communications that brings you the *Bulletin*, has won a bronze medal for excellence in periodical writing from the Council for the Advancement & Support of Education (CASE). The *Mag* entered five articles — on the economic summit, Marshall McLuhan's letters, editing

Shakespeare, plant reproduction and President George Connell's wilderness canoe trips. **George Cook**, associate editor here and staff writer on the *Mag*, wrote the first four. **Patrick Donohue**, currently spending a year in the south of France with his family, wrote the canoe story.

For all those **budding writers** scratching out a few lines here and there but needing professional advice about their work, the University has the perfect solution. *Creating Professionals* 1989 provides an opportunity for writers to learn and enhance their craft at a week-long workshop, July 23-29 at U of T.

Editors and publishers will be on hand to talk about the business of writing for magazines or literary journals and how to sell fiction. Evening readings from Tuesday to Friday are open to the public and will feature guests Michael Ondaatje, Neil Bissoondath, Mary di Michele and Josef Skvorecky.

The fee for the workshop is \$450. For more information call Catherine Jevons at the School of Continuing Studies, 978-8560, or Anne Montagnes, 534-8685.

A trial program, aimed at women who have a history of miscarriages, may help them have the babies they long for but are unable to carry. The **ASA/P** study — Aspirin & Prednisone Trial in Women with Unexplained Recurrent Fetal Loss — is a clinical trial involving eight doctors in the Toronto area. The investigators, funded by the Medical Research Council of Canada, have received the approval of the University's ethics committee and are looking for women who are interested in participating.

Women aged 18 to 39 who have had three consecutive miscarriages or two miscarriages with one of them after 13 weeks gestation are eligible to join the study.

For further information, call Karen Spitzer or Lisa Droppo at 340-4379.

Study of back-campus parking garage given okay

AT ITS May 1 meeting, the Business Board approved the expenditure of \$80,000 to study the feasibility of constructing a 630-space, \$11 million parking garage under the back campus — the playing field north of University College, west of Hart House.

Janice Oliver, assistant vice-president (facilities and administrative systems) said she requested the funds because delays in securing city approval for a new garage on College St. may eventually force the selection of an alternative site.

The study will deal with the impact on traffic flow of a back-campus garage and with the construction problems posed by Taddle Creek, an underground watercourse, thought to flow through the site.

The preliminary design for a \$6.2 million above-ground garage at 214 College St. was completed in March 1988 at a cost of \$105,258. The project was to involve the Toronto Public Library, which owns the Boys & Girls House on St. George St., north of the Koffler centre.

But city council delayed approval of the plans for eight months to consider a proposal by a non-profit housing company to join the University and the Toronto library in the construction of student residence spaces.

The non-profit group proposed a \$34 million project with a 150-unit family apartment building available to married students, a 50-unit, 288-bed apartment

building available to single students and a three-storey library, in addition to the garage. The building at the rear would be 18 stories.

The University rejected the proposal. The height and density of the buildings were deemed to be excessive and responsibility for managing the apartments was vested in a private company, not U of T itself. In addition, the University would not be in control of design and construction costs.

However, in a meeting with Oliver last month, Mayor Arthur Eggleton said the city will consider a new proposal for the College St. site that does not involve housing.

Oliver said she does not know when the city will again turn its attention to the matter or if it will finally approve the plans put forward by the University and the library.

Under a City of Toronto bylaw, U of T must provide 2,030 parking spaces on the downtown campus. With construction of the Earth Sciences Centre and other projects, parking space has been lost and must be replenished.

Capital for a parking garage will come from the University parking authority's capital reserve fund, expected to be about \$5 million by the end of this budget year. It will provide a large enough down payment that the ancillary could make up the balance of annual loan payments from its operating revenues.

Two new awards created by alumni affairs

TWO NEW awards have been created by the Department of Alumni Affairs to recognize the contributions of volunteers. At a reception at the president's residence May 10, 36 people received the Arbor Award while the Alumni Service Award was presented to 73 volunteers.

Each faculty, college or professional school may name one winner each year for the Arbor Award, given in recognition of outstanding personal service over a period of time. Each constituency may also nominate one or several recipients of the Alumni Service Award, to recognize, for example, the assistance of a volunteer on a particular project.

At the reception, Gordon Cressy, vice-president (development and university relations) and Rivi Frankle, executive director of alumni affairs, handed out the certificates and, in the case of Arbor Award winners, a pen decorated with the University crest.

Among the Arbor Award winners were St. Clair Balfour, former chair of Governing Council; C. Malim Harding, chair of the Varsity Fund; George Ignatieff, former chancellor; Dean Emeritus F. Norman Hughes, Faculty of Pharmacy; Rev.



Past president of the Alumni Association, (left) James Joyce (UC, 1934), his guest Penny Krolik and Robert Burton (Engineering, 1915) at the May 10 presentation of the newly instituted Arbor Awards and Alumni Service Awards. Joyce and Burton won Alumni Service Awards.

Robert J. Scollard, St. Michael's College; and Joanne Uyede, alumni representative on Governing Council and president of the Alumni Association from 1986 to 1988.

The Alumni Service Award winners span a diverse group, from those who have worked behind the scenes for a number of years to those who represent alumni on Governing Council.

Human rights policy discussion deferred until fall

ON THE ADVICE of David Neelands, assistant vice-president (student affairs), the University Affairs Board has deferred further consideration of the draft Policy on Student Societies & Human Rights until September.

At that time, the chair of the board will bring forward a recommendation for membership in a working group to help develop policy in the area. The group may include the chair and the assistant vice-president. Its terms of reference will also be set in September.

Neelands suggested the deferral to allow students, many of whom have left campus for the summer, to participate fully in the deliberations. "The policy won't work unless the student societies have some sense of ownership," he said.

The draft policy was introduced April 4. It is designed in part to inhibit

the publication of articles that denigrate members of the University community on the basis of sex, race, religion and other categories stipulated in the Ontario Human Rights Code.

The calls for such a policy arose in response to articles degrading to women published in the *Toike Oike*, a newspaper published by students in the Faculty of Applied Science & Engineering.

Valdés set to move up in MLA

PROFESSOR MARIO VALDÉS of the Centre for Comparative Literature and the Department of Spanish & Portuguese has been elected second vice-president of the Modern Language Association of America.

The appointment signals his election next year to the post of first vice-president. In the normal course of events he becomes president in 1991-92 and, as it happens, its 100th president.

The MLA is the most prestigious professional association for English and foreign languages in North America. Valdés will be its third Canadian president, following Northrop Frye (1975-76) and Milton Buchanan (1932-33), a professor of Spanish at U of T.

Valdés' activities include the publication of the *Canadian Review of Hispanic Studies* three times a year. In 1986, the Canadian Association of Hispanists made him co-winner of the first prize for the best academic book on Spanish literature between 1981 and 1984. The same year, he was named the first Canadian corresponding member to the Mexican National Academy of Language.

A fellow of the Royal Society of Canada, Valdés has taught at U of T since 1963, and has been a visiting professor at universities in the United States and Denmark.

Ten Cate new vice-provost

DEAN RICHARD TEN CATE of the Faculty of Dentistry will become vice-provost (health sciences) on July 1 for a five-year term. He replaces Dr. Charles Hollenberg, who has served in the post since 1983.

The vice-provost (health sciences) reports to the president and provost and is responsible for matters pertaining to the Faculties of Dentistry, Medicine, Pharmacy and Nursing. He also advises the president on the health care institutions outside the University.

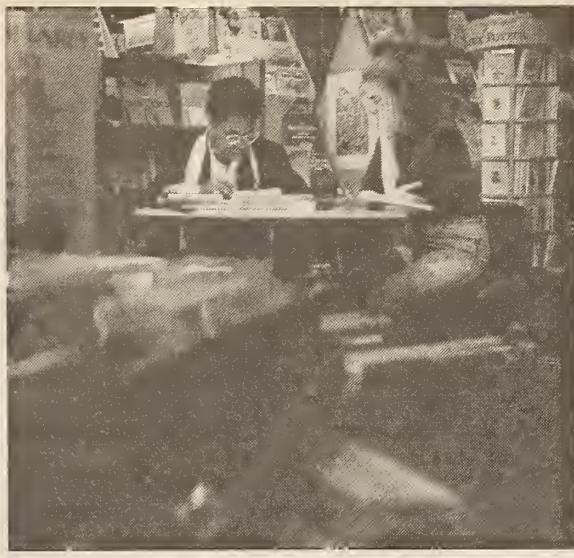
Ten Cate, 55, received his PhD from the University of London in 1958 and joined the Faculty of Dentistry in 1968, after five years on the faculty of Guy's Hospital Medical School, University of London.

He was appointed chair of dentistry's division of biological sciences in 1971 and dean of the faculty in 1977.

Help along the way

Blue Pencil Day April 15 at the Bookstore brought out 30 budding writers. They signed up for individual editing sweatshops with one of three writers, among them Marlene Nourbese Philip (above, left), winner of Casa de las Americas prize for poetry.

GREG HOLMAN



Royal society honours

NINE FACULTY members, a former chancellor and a former president of the University are among a group of 62 Canadian humanists and scientists to be inducted as fellows into the Royal Society of Canada (RSC).

They are: former U of T chancellor, former ambassador to the North Atlantic Treaty Organization (NATO) and the

United Nations and currently president of Science for Peace George Ignatieff; former U of T president and currently chair of The Allelix Inc. John Evans; Professors Pierre Leon of French; Robert Bothwell of history; Keith Ellis of Spanish and Portuguese; Warren Kalbach of sociology at Erindale College; Janice Gross Stein of political science; Geraldine Kenney-Wallace of chemistry and physics, and chair of the Science Council of Canada; David Regan of ophthalmology; Betty Ida Roots of zoology; and Jim Ritchie, acting chair, Division of Life Sciences and professor of biology at Scarborough College.

They will be inducted at the society's annual meeting June 4 at Laval University, Ste-Foy, Quebec.

RSC is a national academy that recognizes high distinction and stimulates achievement in the humanities, social sciences and sciences by elections to fellowships and by the awarding of medals, prizes and scholarships. It was founded in 1882.

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Report encourages trust between board and UTFA

THE ADOPTION of procedures to be used in amending frozen academic policies indicates a "major step" in the development of the Academic Board and in the governance of the University, says President George Connell.

Connell was commenting on the report of a special committee formed to examine ways of amending frozen policies under article two of the Memorandum of Agreement between the University and the U of T Faculty Association.

At the May 4 meeting of the board he said the document respects the obligations of the University and UTFA's rights.

The frozen policies — involving appointments, promotions, tenure, employment conditions of part-time academic staff and political candidacy — can only be changed by mutual consent of Governing Council and the faculty association.

Although UTFA president Fred Wilson had some reservations about the report being "one-sided" in favour of the Academic Board, he said the document is "far better than anything I thought would come out of the committee."

The document stresses the creation of "a climate of trust" between the faculty association and the board, he said. "It will go a long way toward solving problems of how we deal with each other."

UTFA's current concerns are amendments to contractually limited term appointments, three-year reviews for probationary appointments in the tenure stream, appointments of women and tutors' job descriptions.

The report does not propose "precise rules" that should be followed in amend-

ing the policies except for the mutual consent requirement, said Professor Dick Risk, chair of the special committee.

"It is our hope the report will provide a beginning for the board and UTFA to talk about the frozen policies rather than talking about confrontation," said Risk.

Some of the principles contained in the report include the need for board flexibility, the establishment of committees to gather information and the board's responsibility in forming academic policies.

Day care centre one step closer

CONSTRUCTION of an \$880,000 child care facility at Scarborough College moved one step closer to reality following approval by the Academic Board at its May 4 meeting.

The building, which will accommodate 44 children under the supervision of 10 staff, must still be approved by Governing Council's executive committee and the City of Scarborough.

At the meeting, Erindale librarian Margaret Hawthorn said day care facilities are necessary if the University is to attract younger faculty.

On May 1, the Business Board approved the release of \$65,000 for design and site work. (The expenditure must be approved by Governing Council.) The proposal will be reviewed by the board again at the end of this year when tenders for the project have been submitted.

Restrictions extended

MEMBERS of the University tribunal, which hears disciplinary and sexual harassment cases, may now serve beyond the nine-year limit, the Academic Board decided at its May 4 meeting.

Because it deals with the most serious and complicated offences, the tribunal needs as many experienced members as possible, said Professor Edward Sellers, chair of the Committee on Academic Policy & Programs.

In 1987-88, the tribunal presided over two cases of forgery, one of impersonation and one of plagiarism. There were two appeals.

The 10 members — a senior chair and nine co-chairs — are not on staff at the

University and are all practicing lawyers.

Members were initially appointed for a three-year term, with a maximum of two reappointments.

A member of the tribunal also acts as chair of the Sexual Harassment Hearing Board.

In 1985, changes to the Code of Behaviour on Academic Matters reduced the number of cases members dealt with but left the most serious offences and all appeals which require more time to complete. (Other cases are dealt with at the divisional level by deans who can impose a suspension of up to one year.)

The tribunal was established in 1975.



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**REPORT
OF THE UNIVERSITY
OMBUDSMAN
TO THE GOVERNING
COUNCIL
FOR THE YEAR
OCTOBER 1, 1987 TO
SEPTEMBER 30, 1988**

INTRODUCTION

This Annual Report covers the period from October 1, 1987 to September 30, 1988, and represents my sixth year as University of Toronto Ombudsman. The Report includes a brief summary of the Office caseload for the year, updates several items raised in last year's Annual Report, describes the formal review of the Office carried out by the University this past spring, and presents specific cases and issues from the past year that warrant attention or comment.

When writing these Annual Reports for general distribution, I am always apprehensive that some readers will view the items included solely in a negative light as reflecting adversely on the University, or they will infer from the number of cases cited that the existing system is no longer working effectively. In particular, this refers to members of the external press who are not present on campus and, hence, cannot use current experience to provide an appropriate perspective to items raised in the Report. It is important to note that the Report describes in many instances the successful resolution of problems and the formulation of new procedures and protocols to prevent the problem's recurrence. The Terms of Reference for the Office of the University Ombudsman state that "the Ombudsman shall make an Annual Report to the University Community" (Appendix A). Having mandated an Annual Report, the University is willing in the final analysis to make public the findings and recommendations of the Ombudsman no matter how embarrassing, and to use a public forum to prompt changes in policy and procedures.

University Review of the Ombudsman's Office

Coinciding this past year with the completion of my second term as Ombudsman, the Governing Council established a committee to review formally "the operations of the Office of the Ombudsman and to make recommendations concerning the appointment of the Ombudsman from the period beginning July 1, 1988". The Ombudsman Review Committee consisted of individuals representing the Governing Council, President, Staff Association, Faculty Association, Students' Administrative Council, Graduate Students' Union and Association of Part-time Undergraduate Students. Ms. Julia A. Ryan, a member of the Governing Council, chaired the Review Committee. The Committee's report on the Ombudsman and the Office was favourable, and I was offered, and accepted, reappointment as University Ombudsman for a further five year term.

I am indebted to those who participated in the review of the Office, for it provided me a rare opportunity to learn whether the University community considered itself well served by the Office. In the normal course of events, such extensive feedback is not received, in part perhaps because of the unique position of the Ombudsman's Office within the University structure.

The Review Committee recommended that the Ombudsman continue to be employed on contract and not as a permanent employee. Both

the Committee and the Ombudsman thought this contributed to the independence and appropriate accountability of the Ombudsman and the Office, and should be maintained.

The confidential nature of the Ombudsman's files is of fundamental importance to individuals within the University community who come to the Office seeking advice and help. Furthermore, this confidentiality contributes to the independence of the Office and to the perception of its integrity. To ensure absolute confidentiality, I recommended to the Review Committee that the Terms of Reference of the Office be amended to permit the Ombudsman to destroy confidential case files five years after the completion of all proceedings related to a case. The Review Committee accepted this recommendation. It now remains for the Governing Council to ratify it and change the Terms of Reference of the Office to establish unequivocally that the Ombudsman remains in control of all case files from their inception to their destruction.

The Review Committee reiterated that the Ombudsman should continue to encourage complainants to follow existing procedures and to bypass them only in unusual cases where the relevant academic or administrative unit fails to provide an appropriate or timely response. This is consistent with the Terms of Reference of the Office and with its practice since its establishment. From time to time, interested parties question the balance struck by the Ombudsman on this issue. Clearly, it is sometimes very difficult, even given broad guidelines, to decide when it is appropriate to intervene personally to co-opt or accelerate existing procedures. This is a matter of judgement. Because this judgement is influenced by the Ombudsman's unique vantage point, it may not agree with that of the parties to a dispute. Suffice it to say that the Ombudsman recognizes it is in the best interest of the University and of the Ombudsman's Office that the existing system be made to work effectively. Good communication with and co-operation from the academic and administrative units are essential to realize this goal.

Monitoring Cases

It is the policy of the Ombudsman's Office to follow to completion each and every case that comes to its attention, even if the matter is routine and well-established procedures appear to be in place elsewhere to deal with the complaint. This practice was begun two years ago and, although it is laborious and sometimes tedious, it has provided the Office with important insights it otherwise could not have obtained. In particular, this blanket tracking of even routine referrals over the past two years has unearthed instances where:

- 1) those with legitimate complaints have been treated impolitely or in a condescending manner;
- 2) incorrect or incomplete information has been given to complainants;
- 3) administrators, usually those designated to handle complaints at an entry level, have failed to respond to requests in a timely fashion (on occasion, failed to respond at all);

- 4) petitions, appeals and requests for transcripts have been excessively delayed;
- 5) grading practices and policies have not been followed by individual instructors;
- 6) guidelines governing the supervision of graduate students have proven to be ineffective and have been called into question;
- 7) the grading of courses emphasizing "on the job" acquisition of skills, training in a clinical setting or training out in the "field" has been poorly regulated and expectations ill-defined (however, see below for projected improvements in the grading of "clinicals").

Those who came to the Ombudsman's Office received a better and more responsive service through our policy of actively monitoring the progress of each case. When existing procedures fail to work as intended, for whatever reason, the Ombudsman or the Assistant to the Ombudsman are in a position to respond quickly. They can either advise the complainant of an alternative course of action, or they can intervene personally, perhaps with the particular administrator or occasionally through a higher level administrator, to get the process back on track within established procedures. Less frequently, it may become apparent from monitoring a case that a matter cannot be resolved within the existing rules and procedures. Once again, the Office is in a position to respond quickly and to begin working with the relevant authorities to fashion an individual solution.

Last Year's Recommendations on Grading Practices

The items raised in last year's Annual Report concerning grading practices were discussed further with the Office of the Provost during the summer. In September, the Provost issued a memorandum to Principals, Deans, Directors and Chairs incorporating many of the recommendations put forward in the Annual Report. One matter, the application of the Grading Practices Policy to courses with practical clinical instruction has proven to be more complex and difficult to resolve than originally anticipated. A "Working Group on Grading Practices Policy and Clinical Settings" was struck this past year to examine the issue further and to bring forward recommendations. I accepted an invitation to appear before the Working Group to discuss shortcomings of the present regulations and to recommend some changes.

ANNUAL CASELOAD

The Office handled 754 cases this past year, an all time high just slightly greater than last year's total (Table 1, Appendix B). Of these, 242 cases could be classified as grievances or complaints because they either raised matters requiring active investigation and intervention or presented unfamiliar new issues requiring study. There were 451 cases in the information category. With these cases, the Office advised individuals of existing procedures at the University and recommended a course of action. As mentioned previously, virtually all cases were actively tracked by the Office until completed.

Further analysis of the annual caseload is presented in Tables 2 and 3 in Appendix B. Table 2 gives the breakdown of cases by University constituency and Table 3 by type or category. Data from the previous three years are included for comparison. There has been little significant change in either the caseload of the Office or usage by University constituencies over the past two years.

During the past year, the Office purchased a personal computer. The computer has greatly assisted with administrative work and a number of internal office procedures have been streamlined. Two more computers are budgeted for the coming year.

UNDERGRADUATES

Computerized Registration in the Faculty of Arts and Science (ACCESS)

The new computerized registration system of the Faculty of Arts and Science, ACCESS, was first implemented during the 1988-89 registration. Unfortunately, significant difficulties attended its introduction. The Office saw a number of cases concerning ACCESS beginning in July and clustering in September. Students came to complain of or seek assistance with the following problems.

- 1) Some students had been assigned an inappropriately low priority for admission to courses they required to complete their degree programs.
- 2) In some cases where places remained in courses after initial "ballotting" procedures, the ACCESS system accorded a higher priority to late registrants than to those who had registered before the July 25 deadline.
- 3) Some students' names did not appear on class lists, although their registration had been confirmed by their college registrar or by the faculty office.
- 4) The ACCESS system was unable to take into account credits earned and prerequisites completed at other universities.
- 5) The system failed to make provision for mandatory tutorial and laboratory sections of courses, resulting in scheduling conflicts.
- 6) Administrators were sometimes slow to resolve problems caused by their errors.
- 7) Many students encountered long and exasperating line-ups.

Since the difficulties with ACCESS were apparent to all, the Office restricted its activities in September to resolving individual cases. In October, a meeting was arranged with Dr. Gavin Smith, an associate dean of the faculty, who had been designated to

gather information on ACCESS problems and to make suggestions for improvement. At this session, the Ombudsman's Office outlined the specific difficulties it had encountered and suggested items the Faculty might wish to consider.

Academic Discipline

As in past years, a number of individuals came to the Ombudsman's Office this year to seek assistance with matters pertaining to academic discipline. Of the fifteen cases seen, eight concerned plagiarism, two involved the repeat submission of essays, three centred on cheating in examinations, and two involved excessive "co-operation" among classmates on term assignments or take-home examinations. Although the number of cases cited here is small compared to the total, the collective experience of the Ombudsman's Office over the past few years in this area is substantial and a number of points bear emphasis.

- 1) A surprisingly large number of students seem to be unaware of what constitutes plagiarism or seem to be uncertain when discussion and co-operation in tackling an assignment turns into cheating. Because of this, and in order to clarify expectations, instructors should at the beginning of the term make it a practice to discuss with their students regulations pertaining to plagiarism and cheating, and they should provide concrete examples. Many instructors do this and also pass out a written sheet on the subject at the first class. Sanctions can be severe, and it is useful to indicate the range of penalties that can be invoked.
- 2) Some students are unaware that the repeat submission of work to two or more courses without prior per-

mission is an offence under the Code of Behaviour on Academic Matters.

- 3) The Code does not allow an instructor to impose sanctions directly, even when the student admits guilt. Instructors are required to bring the matter to the attention of individuals designated by the division to handle academic discipline and to impose appropriate penalties.
- 4) The only permissible aids which a student may bring to an examination and use (other than pen and pencil) are those explicitly stated on the examination paper. Some students seem to be unaware of this restriction. Some have inferred from classroom practice that an aid would be permitted when in fact it was not. Given this possibility, the Ombudsman would encourage the routine inclusion of a cautioning phrase in the opening instructions of the examination such as "the use of any aids not explicitly indicated here is prohibited". With some types of examination aids, it is best to specify the degree or range of sophistication permitted. The Faculty of Applied Science and Engineering does this particularly well with the regulations in its Calendar pertaining to the use of calculators. Three levels of permissible calculators are clearly defined, and instructors are required to state on term tests and examination papers which of the three levels is acceptable.

Non-Academic Discipline

Matters of non-academic discipline at the University do not come under one centralized code; rather disciplinary authority has been delegated to divisions and each division is to establish appropriate policies and proce-

dures to exercise this authority. Divisions are given wide latitude in formulating their codes and must adhere only to the very broad guidelines contained in the statement entitled "General Principles for Divisional Discipline Powers" approved by the Governing Council in April 1986. Progress in formulating these disciplinary codes has been very slow; a few divisions have completed the task while the majority have yet to begin. The Ombudsman's Office has encountered a number of cases where resolution of an issue pertaining to non-academic discipline was hampered because of the lack of suitable disciplinary procedure or policy in the division. This is unacceptable. There has been ample time for each division to decide upon specific items, identify and work through difficulties, and compile the appropriate policies and procedures. It is incumbent upon the University to monitor progress in this area through administrative review and to insist that discipline codes be given their due priority and completed without further delay.

Given the projected multiplicity of non-academic discipline codes, the Ombudsman is concerned, as are a number of others, about the lack of any provision to specify which jurisdiction and disciplinary code is to have priority when offences occur across divisional lines. For instance, which division is responsible to administer discipline when an individual registered in one faculty or college commits an offence in another division? Regulations specifying the answer to this and similar questions will be required.

Policies Pertaining to Petitions and Appeals

Last year's Annual Report pointed out that, with courses offered several times a year, students who were granted a deferred examination might well be examined on material covered in a more recent section, and this material might differ substantially from the section they had previously attended. A number of students have complained bitterly after the fact that they were unaware this could be so and, hence, had studied the "wrong" material with disastrous consequences. To prevent this from occurring again, the Ombudsman proposes that students who are granted deferred examinations be informed of this possibility. One divisional committee reviewing petitions and appeals has accepted this proposal and now makes it a standard practice to caution successful petitioners on this matter.

Another matter related to one division's practice of requiring students who have petitioned repeatedly on medical grounds to present evidence of medical fitness prior to re-enrolling in the division. The problem arose from the committee's insistence that the medical certificate indicate that the student would be sufficiently healthy to complete his or her academic program. One petitioner's physician refused to provide such a blanket assurance of future health and claimed it was impossible for anyone to do so. The Ombudsman suggested it would be more reasonable to require only certification of health at the time of re-enrollment, and the committee agreed to do this.

Transfer Credits

A first year student brought to light a rather questionable policy in her division pertaining to the assessment of admission credits. She came to the Office to complain that her request for credit in a course successfully completed (with an "A" standing) at another university had been turned down solely because she had taken the course while still in high school. The division confirmed this and cited a policy that such courses were ineligible for credit because they constituted mere enhancement of high school education. The same course would have been perfectly acceptable for credit had the student graduated from high school before taking it. The divisional office could not, however, provide a satisfactory rationale for this policy. After further discussion, the policy was changed and the student was granted her request for a credit in the course.

Practicums

The Ombudsman was unsuccessful in pressing for change in a case which involved three students who came to the Office toward the end of the final year in their professional degree program. They wished to be excused from a four-week practicum devoted to on-the-job training in a clinical setting. This mandatory practicum was the final requirement of their degree program and was considered a part of a course, although no one seemed able to specify exactly what percentage of the total course it was worth. The students lodged formal petitions after their informal requests for exemption had been turned down. Their formal petitions were denied as well.

Upon looking into this matter, the Ombudsman was surprised to find that the students in this particular practicum received no supervision or assessment whatever from members of the academic staff. Students worked under local clinical supervision in routine service. They did the same work as regular staff but were not paid. The dean of the faculty indicated there was a wrap-up seminar with academic staff at the end of the practicum, but further discussion revealed that student attendance and participation were not mandatory. Given these circumstances, the Ombudsman questioned whether this practicum as constituted should be required for the degree, whether it was structured appropriately for an academic program, and whether it was fair to students eager to begin paid employment. The Ombudsman presented these arguments to both the dean of the faculty and the vice-provost with responsibility for this area. Both felt comfortable with the status quo and opted to do nothing. The Ombudsman believes the matter should be examined again.

Missing Term Assignments and Examinations

Students should never mail in completed work, slip it under a professor's door, place it in unsupervised drop boxes outside an instructor's office or give it to a friend to deliver. All of these practices are inadvisable because the receipt of the material can never be established with certainty, should this be called into question. Such uncertainty has been the central issue in a number of cases over the past few years. Students should make it a point to hand completed assignments directly to the instructor or to place the work in supervised drop boxes in de-

partmental offices. It is best if instructors and administrative staff have in place a means to verify that the work was, in fact, received. Several departments use a system of written receipts or initialled sign-in sheets for term work handed in to departmental offices. Consideration should be given to extending this practice to all departments and instructors.

There is a need to document and verify precisely the number of examination booklets handed in by each student at the conclusion of examinations. Last year's Annual Report indicated current procedures were inadequate in this regard and required revision. No changes have been instituted over the past year. Procedures still are inadequate and require revision.

Student Requests for Special Consideration

Student requests for exemptions or special treatment are directed either to divisional petition committees, if matters pertaining to divisional regulations need to be considered, or to departments in all other instances. Departments typically deal with issues arising within courses such as essays, term work, term tests, grading practices or the conduct of instructors. Both jurisdictions are called into play when students petition some issue within a course after the end of term and special consideration is required with respect to the regulations and deadlines of the division. If the student's petition is granted, the matter is referred to the department for action. The Ombudsman is concerned with the absence of guidelines governing departmental action in such matters, and the wide disparity of responses from one department to another for the same type of special consideration. Some departments tend to be quite lenient while others give little in the way of special consideration. Departmental rulings are in most instances final and there is little, if any, accountability at the divisional level, since petition committees are not routinely informed of the action that individual departments have taken. There is a need for greater standardization, at least among departments within the same division, and enhanced accountability. The Ombudsman would recommend an administrative review of this situation.

Physically Disabled Students

When dealing with the physically disabled, it is all too easy to jump to conclusions and to assume that such individuals are limited in what they can do. Such assumptions may be completely inaccurate. The Ombudsman became involved in one case this past year in which a student had been asked to withdraw from a course because her instructors thought her physical disability prevented her from adequately doing various assignments. The student complained that this assessment was unfair, and she questioned the basis on which it had been made. Investigation revealed: that no objective assessment had ever been made of the student's capabilities, that the professor and department had based their request to withdraw solely on assumptions, that little discussion had taken place with the student prior to the decision, and that assessments could have been devised with little extra effort to establish objectively the student's limitations. At the student's request, the matter was not pursued further with the department. This was unfortunate since the department had

likely erred in its handling of this situation and continued investigation would have made apparent the procedural shortcomings. Although never completed, this case underscores the need to adhere to objective criteria when judging the competence of those who are physically disabled.

Visa Student Fees and Exemptions

Changes in fee schedules and exemptions for visa students may be issued by the Ministry of Colleges and Universities (MCU) throughout the year, and there is a need to inform affected students quickly and reliably of these changes. A number of difficulties came to light concerning the distribution of such information within the University and its subsequent distribution to visa students when a student came to the Ombudsman's Office to complain she had not been informed of recent exemptions. She had fortuitously discovered they existed upon glancing at a bulletin board in her college registrar's office. The notice concerning the new exemption was not prominently displayed nor were local registrarial staff aware of its import. Further investigation by the Ombudsman revealed that this notice had not been displayed at all in most other colleges and University offices dealing with students. No one administrative group at the University considered it their responsibility to inform visa students of this information and, even if one group had thought it their responsibility to do so, there was no standard mechanism to communicate *ad hoc* changes to visa students. The Ombudsman recommended this situation be reviewed. In response, a number of administrators from the Office of Academic Statistics and Records, the International Student Center (ISC) and the Fees Department met to discuss the matter. They established that:

- 1) information from MCU regarding foreign student status and fees exemptions should be routinely distributed to all registrarial offices, federated college bursars and central administrative offices with student contact (ie. Awards, Admissions, Fees) as well as to the ISC;
- 2) such information was most reliably communicated to visa students through posting it on bulletin boards dedicated to foreign student matters in registrars' offices and the ISC, and, in addition, including it in the ISC newsletter;
- 3) that a workshop devoted to foreign student regulations would be useful for registrarial staff.

The workshop was held in August and was well attended by about thirty divisional representatives from all three campuses. The above changes regarding the distribution and posting of information were discussed along with a number of other items.

GRADUATE STUDENTS

Leave for Exceptional Health or Personal Reasons

In 1985, the School of Graduate Studies (SGS) adopted a policy which permitted graduate students to request a one- to three-term maternity leave of absence from their program of study. When on leave, the students would not be registered at the School or be required to pay fees. In addition, provisions were included to extend the terminal date for completion of the degree by the duration of the leave so the students would not suffer any penalty in this regard. The Ombudsman, among others, believed this policy along with its associated special provisions should be extended to encompass severe health and personal problems as well, for these could have an equal or greater adverse effect on a student's ability to pursue his or her studies. The Ombudsman discussed this issue with the SGS. In March 1988, the Council of the SGS approved a policy along these lines, entitled "Leave for Exceptional Health or Personal Reasons". Details of the policy can be found in the SGS Calendar in the general regulations section.

Comprehensive Examinations

There were fewer complaints to the Office of the Ombudsman than in previous years concerning comprehensive examinations; perhaps therefore, some of the specific actions taken by the SGS in the past year or so have begun to take effect. Previous Annual Reports have detailed a number of procedural deficiencies and suggested remedies. The Ombudsman was informed last year that the SGS had undertaken initiatives to ensure that departments have available clearly written procedures for comprehensive examinations, that graduate students have ready access to them, and that students receive adequate feedback on their academic performance after the exam, particularly in the event of failure. To be really effective, the SGS will need to monitor actively the compliance of each graduate department with these regulations and to ensure that departmental procedures are reasonable. Graduate coordinators can and should be expected to play a central role in informing graduate students of these procedures to facilitate, among other things, students' preparation for these examinations.

Despite the improvements of the past year or so, comprehensive examinations continue to be a focus of discontent among graduate students. A recent special issue of The GSU Newsletter was devoted almost entirely to the Graduate Students' Union's 1987-1988 survey of graduate student experiences with comprehensive examinations. It detailed a number of ongoing problems, at least in some departments. Items described included ambiguity and lack of information concerning preparation procedures, unclear evaluation methods, insufficient information about appeal procedures, difficulties in putting examining committees together, conflicts among examining committee members and

their differing views concerning examination requirements, and delays of up to six months before examination results were received. The article noted the "ubiquity of problems experienced with comprehensives by students in the various departments" and suggested that graduate students work with the graduate chair and faculty to "demystify" comprehensives. The Ombudsman believes that these issues can be resolved only if graduate students are given, and take advantage of, the opportunity to express their concerns clearly and bluntly to their departments and to the SGS. Consequently, the Ombudsman was pleased to hear that meetings were under way between SGS and graduate student representatives to explore the continuing practical difficulties with comprehensives and to minimize points of contention.

SGS Grading Practices Policy

The SGS is the only division at the University exempted from the University Grading Practices Policy (GPP). The SGS does, however, have its own grading practices policy which differs somewhat from the University GPP.

This is the first year that graduate students have come to the Ombudsman's Office with concerns that individual instructors were failing to adhere to specific provisions of the SGS GPP. All complaints related to the section of the policy describing methods of evaluation and centred for the most part on the failure of teaching staff to follow two mandatory practices, namely:

- 1)"... no later than the last date to enroll in the course, the instructor will make available to the class the methods by which student performance will be evaluated and the relative weight of these methods"; and
- 2)"after the methods of evaluation have been made known, the instructor may not change them or their relative weight without the consent of at least a simple majority of the students enrolled in the course".

Coincidentally, these two practices are also required by the University GPP. Those teaching graduate students should be aware that a Grading Practices Policy for graduate courses exists and that they must follow its provisions.

Requests for Critical Comments on Supervisor's Work

Graduate students are on occasion requested by their supervisors to review and comment on aspects of their supervisors' research, grant applications, or research papers soon to be submitted for publication or delivered at upcoming symposia or meetings. Such requests flow naturally from the collaboration between student and supervisor; they may serve an important teaching function and they may be construed as a mark of special favour. Nevertheless, the relationship between student and supervisor is seldom one of equals, and such a request by the supervisor does sometimes cause difficulties. The Ombudsman has seen at least two or three

graduate students each year either who were concerned about the negative ramifications which might follow an honest appraisal, or who complained of deteriorating relations with their supervisors after their critique. Recognizing that such requests may place graduate students in an awkward position, supervisors should take the initiative in providing a way out for students who do not wish to comply. Human nature being what it is, graduate students should use their judgement and assess the personalities involved before agreeing to such a request.

Thesis Supervision

One case pertaining to graduate student supervision was particularly noteworthy because it involved very serious academic (and, to a lesser extent, administrative) shortcomings. It involved both the graduate student's supervisor and several other members of the department. Problems began when the student and his supervisor disagreed over academic approaches, in particular the suitability of a methodology to be used to interpret the research data. Apparently several schools of thought had evolved in this academic discipline. The student's professor, adhering to one school, denigrated the methodology of the competing school, which the student wished to use. Other members of the thesis committee supported the supervisor's view. In spite of this, the student persisted in employing the disputed methodology. His thesis committee criticized and refused to approve the final draft of his thesis. The student felt the criticism was unwarranted and ill-founded. After the department refused to intervene, the student came to the Ombudsman to establish whether he could submit and subsequently defend his thesis without the approval of either his supervisory committee or department. The SGS Calendar states with respect to the thesis defense that "... the candidate shall defend the thesis at a final oral examination. This examination is scheduled by the Associate Dean normally at the request of the graduate unit in which the student is registered". The critical word in the above passage was "normally", for it inferred that the graduate unit's approval was not absolutely required. Following discussions, the SGS authorized an oral defense and picked an independent examining committee to assess the work. The independent committee concluded that the student's thesis was sound and worthy of a Ph.D. This contrasted sharply with previous assessment and cast into doubt the objectivity and impartiality of the members of the thesis supervisory committee and the quality of supervision they had provided. The SGS presumably came to the same conclusion when it investigated further, for the department was notified such behaviour was unacceptable and should not be repeated.

ADMINISTRATIVE STAFF

Requests for Information and Advice

Administrative staff approach the Ombudsman's Office to request advice and information on a wide array of problems related either to their duties or to their employment at the University. With respect to the former, the Office provided advice this past year on, among other things: the limits the Human Rights Code places on questioning during employment interviews, guidelines pertaining to the scheduling of class tests early in the morning before regular hours, regulations concerning the granting of special consideration to students who petition, protocols related to final examinations, the availability of standard waiver forms for students to sign releasing the University from liability, sources of legal advice for students, and academic staff access to student academic records. Administrative staff sought assistance in personal matters concerning: unfair treatment by supervisors, radical changes in employment duties, policies governing internal applications, the availability of legal advice from the University solicitor, termination of employment due to budget reductions, and notification of poor performance during probation.

Employees On Contract

Each year several individuals employed on a contract basis come to the Ombudsman's Office aggrieved that their contract was not renewed. In most instances, these individuals have been employed on an annual basis for a number of years, and, with continued employment year after year, have come to regard their position as permanent. Sometimes they ignore letters warning of upcoming termination for months and only face up to the fact of being released as the termination date approaches. Investigation by this Office has invariably revealed that the University has adhered to appropriate procedures in terminating their employment and has given ample notice. There is little the Ombudsman can do other than lend a sympathetic ear. Individuals on contract should not fall into the trap of considering themselves permanent employees.

Conflict of Interest

The Ombudsman's Office was informed this past year by senior administrators that there are no conflict-of-interest provisions in the University's purchasing policies. There should be. Appropriate policies are required to guard against abuses such as the one which occurred when an employee purchased equipment and supplies for the University from his own private company. This practice had gone undetected for a number of years, partly because the employee purchased material only for the area he supervised. Higher level administrators, when informed of this matter, responded by formulating conflict-of-interest guidelines that disallowed such purchasing practices in their area. The Ombudsman recommends that appropriate regulations regarding conflict of interest be formulated for all employees of the University.

Poor Communication With Supervisor

A number of administrative staff members come to the Ombudsman each year to complain of unfair treat-

ment by and deteriorating relations with their supervisor. They are attracted by the confidential nature of the Office, and come primarily to request information about their rights and possible remedies. In most instances, they wish no active intervention by the Ombudsman, either with their supervisor or with the Human Resources Department. One common thread that appears to run through most of these cases is a breakdown in communication between employee and supervisor.

This lack of communication and understanding so soured relations that three employees who came to the Office this past year eventually decided to leave the University. In one case, the employee opted to leave after his supervisor imposed a radical change in his job description with minimal prior consultation and grudging explanation after the fact. In a second case, a new employee received a poor assessment close to the end of the probationary period which contrasted sharply with the informal, positive comments previously received throughout. Discouraged and insulted by this unexpected reversal, the employee chose to resign rather than have the probationary period extended. In the final case, misunderstandings arose after injury to the employee restricted her ability to carry out all her duties. Communications with the supervisor became more and more strained over several issues: what should and should not be included in the medical certificate, whether the employee should stay at home or come to work, whether the employee was malingering, and whether the supervisor was being reasonable. Although the employee had originally intended to come to work before she had completely recovered and to do the best she could under the circumstances, the insensitive and unpleasant actions of her supervisor caused her to change her mind and stay at home to recover fully. Upon her return, she looked for a new position since she no longer wished to work with the supervisor who had caused her so much additional anguish. These three cases are related solely from the complainant's point of view (since the Ombudsman was constrained from direct involvement), and hence the descriptions of each incident are undoubtedly one-sided. Nevertheless, these cases do serve as a reminder of the importance of good communication between supervisor and employee.

Hiring Procedures

The fairness of University of Toronto hiring procedures was questioned by several individuals from outside the University who saw a position in which they were interested filled by an external candidate with no external advertising. These individuals were uncommonly well informed of the specifics for they had been kept posted by friends who were employed in the department with the vacancy. They had all read the promotional opportunity flyer advertising the position internally, and they were waiting for the external advertisements to appear since they anticipated there would be no internal candidates with the required skills. The Ombudsman's Office looked into this matter and found that the University was under no obligation to advertise exter-

nally. In this instance, the University had chosen to offer the position to an external applicant who had taken the initiative to apply after viewing the internal promotional notices. The Ombudsman concluded that if this manner of hiring was acceptable, then hiring procedures were deficient in not making the situation clear to all external applicants. The Ombudsman recommended that the Human Resources Department review its procedures. Human Resources staff conceded that procedures should be further clarified and added the following statement to all promotional opportunity flyers posted internally: "External candidates who apply may be considered if there are no suitable internal candidates".

Human Resources Department

When investigating the following four cases this past year, the Ombudsman's Office requested that the Human Resources Department review its internal procedures and/or take a more active role in resolving personnel problems.

The first case involved an employee who discovered after ten months of employment that, through an administrative slip-up, he was not covered by OHIP. When he spoke with a staff member of the Human Resources Department, he was told that coverage would begin in four weeks. This was not what the employee had expected since he had been paying OHIP premiums for the past ten months, had incurred medical expenses during this time which were now coming due for payment, and considered it reasonable that OHIP coverage should be back-dated to when he began employment at the University. The Ombudsman brought this matter to the attention of the senior administrator responsible for employee benefits. Following discussion, OHIP coverage was back-dated ten months and the employee received a letter of apology.

The second case related to the loss of an employee's job application form and curriculum vitae. Follow-up by the Human Resources Department identified a number of flaws in the internal processing of application forms, and changes were instituted to guard against any repeat occurrence.

The third case involved several employees who had suffered delays in receiving their economic and merit increases because their supervisor had failed to complete the appropriate forms. They had informed the Human Resources Department of this problem, and they came to the Ombudsman's Office only when the increases failed to materialize on their next pay cheque. Investigation revealed that the supervisor had indeed been called by the Human Resources Department and had been instructed to submit the appropriate forms, but there had been no check to ensure compliance. The Ombudsman suggested that procedures should be improved to identify when such forms had not been submitted and to trigger an effective response when this occurred. In this instance, inadequate administrative procedures had forced employees into the awkward position of having to complain repeatedly about their supervisor's inaction. The Ombudsman's Office tracked the case until the employees received their economic and merit increases.

The fourth and last case was most unusual. It concerned an individual whose employment had been terminated in the period between decertification of the labour union to which he had previously belonged and certification of the union which was to take its place. He was thus an employee caught in limbo between unions. When he wished to grieve his dismissal, it was unclear who should represent his interests (ie. the old union, the new union or the staff association) and what procedures were appropriate. He came to the Ombudsman's Office after having been shuffled from one group to the other. Routine procedures and criteria did not apply and precedent cases, which could have provided some guidance, seemed not to exist. The Ombudsman pressed the Labour Relations section of the Human Resources Department to take the lead in this matter. They did and a special procedure acceptable to all was subsequently instituted. The grievance was essentially decided in favour of the employee and he was offered employment in a different area of the University.

ACADEMIC STAFF

Academic staff sought information related either to their situation as employees or to their work responsibilities. Personnel matters included questions on progress through the ranks increases, status change forms, the allocation of office space, salary anomalies, and tenure committee selection procedures and membership. The most frequently requested item of a non-personnel nature pertained to disruptive students and the procedures available to discipline such individuals effectively. This matter seems to be of increasing concern at a number of Canadian and American universities; the problem is appearing more and more frequently on the agenda of conferences attended by various university administrators. At the University of Toronto, each division is to formulate its own policies and procedures to deal with such matters. Academic staff should consult their division's code of behaviour on non-academic matters for guidance. If existing formulations do not deal effectively with issues then the problem should be brought to the attention of divisional administrators. In divisions with no codes, the situation is considerably less well defined, and academic staff should go to the head of their academic unit for direction. Divisions should move swiftly to complete codes of conduct, for there is considerable practical benefit in doing so.

FINAL REMARKS

I wish to thank one more time all those who participated in the Review of the Ombudsman's Office this past year. The final report of the Review Committee identified strengths and potential weaknesses, and for this information and for the renewed five year mandate I am very grateful.

Administrative and academic staff once again this year consistently cooperated with the Ombudsman's Office to give information and assistance when requested. The Ombudsman requires this goodwill to function effectively and to handle the large number of cases presenting each year. All members of the Office express their gratitude for this help.

I was asked to speak to several groups at the University this past year. I appreciated the opportunity to do so and to share and compare my experiences with others.

Finally, I would like to thank my two co-workers, Debbie Owen and Anna Chung Hoy, for their continued support and dedication to their work. In an Office that sees much unhappiness it is important that the staff work well together. Most people come to the Office upset about one thing or another. Debbie's and Anna's patience, sensitivity and tenacity have eased the situation for many of these distraught individuals. Debbie has just accepted a new position as Associate Registrar for Woodsworth College; Anna and I would like to close this year's Annual Report by saying farewell and good luck to her.

Appendix A

Terms of Reference for the Office of the University Ombudsman as approved by the Governing Council

- The Office of the Ombudsman shall be independent of all existing administrative structures of the University and have the following functions:
 - To investigate, at the request of any member of the University community or upon the Ombudsman's own motion, any grievances that may arise against the University or against anyone in the University exercising authority;
 - To serve as a general information centre for members of the University community about all situations and University procedures concerning which grievances may arise — specifically, to advise such members of their rights and responsibilities and of the proper procedures to follow in order to pursue whatever business or complaint they may have;
 - To bring findings and recommendations to the attention of those in authority by the most expeditious means possible, and to the University community at large to the extent that is appropriate; such additional and special information services as is deemed appropriate within the competence and resources of the office.
- It shall be the special concern of the Ombudsman that:
 - Decisions affecting members of the University community are made with reasonable promptness;
 - Procedures used to reach decisions are adequate and that the criteria and rules on which the decisions are based are appropriate;
 - Any gaps and inadequacies in existing University procedures that might jeopardize the human rights and civil liberties of members within the University community be brought to the attention of those in authority. It would not be the functions of the Ombudsman to devise the new rules and procedures, but to make recommendations and to press through publicity to the extent necessary for their formulation and/or improvement;
 - All reasonable requests for information pertinent to the functions and purposes of the office be honoured. The Ombudsman would be expected to search actively for the answers to all such inquiries and provide them to the inquiring parties.
- The Ombudsman shall have access to such official files and information as is required to fulfill the functions of the Office. Requests by the Ombudsman for information must receive priority from every member of the University community.
- Although authorized to function in the widest possible context and with a minimum of constraints, the Ombudsman shall not:

- Exercise such authority beyond the legal authority of the University, although recommendations may be made concerning the authority of the University or of its constituent parts;
- Make University policy or replace established legislative or judicial procedures, although any or all of these may be investigated or questioned and such recommendations made as appropriate for their improvement and efficient functioning;
- Release any information regarding personal and personnel records, unless written permission has been received from the affected persons for releasing the information;
- Set aside the requests of complainants that their anonymity be preserved, even though wide latitude has been granted in making public any findings and recommendations.

- Operations of the Office:
 - The Ombudsman shall maintain suitable records of complaints, findings and recommendations; and these shall be available for periodic inspection by the appointing authority. With this single exception, records and files shall be accessible only to members of the staff of the Office of the Ombudsman.
 - While exceptions may be made by the Ombudsman with respect to matters of major importance, the office will normally function in terms of first come, first served.
 - The Ombudsman shall make an annual report to the University community through the Governing Council, and such other special reports as may be required from time to time by the Governing Council.
- The Ombudsman shall be appointed by the Governing Council on the recommendation of the President, shall be accountable to the Governing Council and shall have unrestricted access to all University authorities.
- Candidates for the Office shall be identified by a search committee highly representative of the University community and including students and members of the teaching and administrative staffs.

The Office of the University Ombudsman is located at 16 Hart House Circle, University of Toronto, Toronto, Ontario, MSS 1A1. Telephone (416) 978-4874

Appendix B

TABLE 1
NUMBER OF CASES BY YEAR

YEAR October 1 - September 30	NUMBER OF CASES
1975-76	310
1976-77	382
1977-78	406
1978-79	454
1979-80	508
1980-81	459
1981-82	480
1982-83	497
1983-84	592
1984-85	639
1985-86	547
1986-87	734
1987-88	754

TABLE 2
ANALYSIS OF CASELOAD BY CONSTITUENCY

	1984-85	1985-86	1986-87	1987-88
Undergraduate Students	389	317	400	428
Graduate Students	65	54	61	87
Academic Staff	28	31	37	27
Administrative Staff	58	42	75	76
Miscellaneous*	99	103	161	136
	639	547	734	754

* Includes organizations, applicants for admission, former employees and students, alumni and others.

TABLE 3
ANALYSIS OF CASELOAD BY ACTION TAKEN

	1984-85	1985-86	1986-87	1987-88
Information	392	305	459	451
Grievances or Complaints				
a) Expedited	127	114	156	154
b) Resolved	94	95	76	86
c) Unjustified	-	4	-	2
d) Other	-	2	1	-
No action required	7	10	25	39
No jurisdiction	10	15	13	17
Incomplete	9	2	4	5
	639	547	734	754

Information: Advising and informing members of the University about the means available to them to resolve whatever grievance or difficulty they have.

Expedited: Resolution of relatively simple "red-tape" problems, such as arranging an exception to a rule in a particular case, speeding up consideration of a routine matter, securing an explanation of a decision, arranging a meeting with the appropriate official, or unsnarling difficulties which occurred when an item fell between two jurisdictions, etc.

Resolved: A grievance was settled more or less to the satisfaction of both the complainant and the respondent official or department, usually through a reversal of the original decision, a compromise or an agreement that, in light of new or clarified information, no grievance existed.

Unjustified: After investigation and consideration, no basis was found for a grievance, or the redress sought by a complainant was not justified or reasonable.

Other: A grievance or the redress sought was found to be partially justified, no redress was possible or it proved to be unresolvable.

No action required: A case was drawn to the attention of the Office, but no action of either an informational or investigative nature was ever required.

No jurisdiction: The object of the "request for assistance" was outside the jurisdiction of the Governing Council.

Incomplete: No conclusion had been reached at the time of the Report.

Quest for commercial ventures

Continued from Page 1

"It was one thing to require an athletic facility, or even a retail bookstore perhaps, to set its prices and conduct its operations without adding a cost-line to the university budget," Jeanneret writes. "It was something else to gauge support to an essential academic service by the amount of profits earned, and to call on it to pay all its costs, including salaries and pensions, building depreciation, market rate of interest on the investment in equipment and buildings, repairs and maintenance, and the like."

In the book's closing chapter, he expresses support for efforts made by the University in the late 1970s and early 1980s to relieve UTP of some of its debt. He goes on to endorse plans to establish a \$5 million endowment fund for scholarly publishing.

The book contains lively descriptions of the publication of many commercially successful, non-scholarly and scholarly

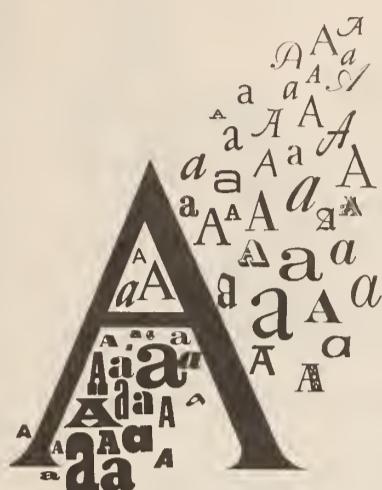


Illustration from *God and Mammon*

books: *Canada's Flying Heritage*; *Rions ensemble*, a French reader; *Rions encore*, the sequel; the *Toronto Legal Directory*, still a money-maker; *Crestwood Heights*, a study

of "suburban" Forest Hill; *The Rideau Waterway*; *Portraits of Greatness*, photographs by Karsh; *The Gutenberg Galaxy*; *The Vertical Mosaic*; *Toronto, No Mean City* and many others.

It is a fascinating account of the efforts made by the director and staff to generate revenue. "The constant groping for profitable work for the printing plant had parallels in every department of the publishing division — editorial, design and production, sales, and warehousing. While every responsible official in the Press sensed the dichotomy of purpose in most publishing planning, the dilemma attainted its most bemusing levels in the director's office....

"The quest for commercial ventures appropriate for a university press claimed a disproportionate amount of our time, and I yearned for a deputy who could devote himself to nothing else.

"Retrenchment was never a real option for the Press's publishing program, or for its other departments. It had to support the bookstore needs of the university's spiralling enrolment, and the need for cash forced it to seek an ever-increasing flow of profitable new printing business, and to look about for more publishing ventures likely to earn a commercial profit. The quest for money merely intensified the pressure to go on expanding."

The Press had to generate working capital from what it could earn and borrow. "The university steadfastly refused to increase its financial equity in its publishing department, but it played willing banker by adding needed current advances to previous building loans and charging current market interest rates on the growing net balance."

Often, commercial projects received higher priority than scholarly ones. "This choice between expediting scholarly works which the Press was subsidizing and productions that generated the needed profit was difficult."

In an interview conducted before the appearance of *God and Mammon* for an article in the upcoming issue of the

U of T Magazine, UTP director Harald Bohne said he supports the establishment of an endowment fund. The scholarly publishing program should not depend on the availability of dividends from profit-making divisions of the Press.

"I feel strongly that what we do in the publishing area is an extension of the academic activity of the University," Bohne said. "We provide the basis on which the results of research are disseminated and therefore the basis for the tenure stream and promotions. And yet we are viewed by the administration as a business, and that's a problem that has to be solved eventually."

No working capital

Bohne, who will retire this summer, called the Press "a multimillion-dollar business with no working capital."

"When you look at our financial statements — the balance sheet — the only capital is retained earnings. It's as if you'd started a business without putting any money into it and lived totally on borrowing.

"I'm not arguing for a subsidy from the University. What all the reports lead to is that we should have an endowment fund of \$5 million, and then draw the income from the endowment to bridge the gap between what dividends are paid from these [profitable] divisions to the publishing division."

The present level of the endowment is \$1 million; Breakthrough, the University's \$100 million fundraising campaign, has pledged a further \$1 million.

An endowment will make it possible to continue to publish scholarly books "without cutting corners" to break even on revenues from profitable divisions, Bohne said.

Salter honoured



Robert Salter

UNIVERSITY PROFESSOR Robert Salter of the Department of Surgery has worked for years on a biological concept known as "continuous passive motion." His work contributes to the surgical treatment of serious fracture and joint injuries. Tonight Salter receives another commendation for his accomplishments.

At a black-tie dinner, Salter will receive the 1989 Medec Award of Excellence from the Medical Devices of Canada. The citation recognizes a Canadian researcher who has made an outstanding contribution to health care. In addition to his work on CPM, the prize honours his contribution to the design of an effective operation for congenital dislocation of the hip (known internationally as the Salter operation).

In September, he will receive the 1989 Robert Danis Prize & Medal of the International Society of Surgery. The society has its headquarters in Switzerland and is holding its annual general meeting in Toronto.

Salter, 64, has a long list of honours to his name. A fellow of the Academy of Science of the Royal Society of Canada and an officer of the Order of Canada (1977), he was the first physician receive the Order of Ontario (1988).

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YWCA award for Armatage

PROFESSOR Elizabeth Kay Armatage, director of the Women's Studies Programme at New College, joined five other individuals who were honoured by the YWCA as 1989 Women of Distinction at the Toronto Convention Centre on May 11.

Armatage, who is cross-appointed to the Cinema Studies Programme at Innis College, has directed a number of films, most recently the documentary "Artist on Fire: The Work of Joyce Wieland" and has written extensively on women's cinema and feminist film theory.

She has been recognized at national and international film festivals and is active in film curatorial work and on juries for the Canada Council and the Ontario Arts Council.

The recipients were honoured for their commitment to the development of women and for outstanding achievements in categories that range from arts and athletics to science and trades.

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Events

Lectures

Borderline Personalities: Coincidences and Alternatives.
Monday, May 15
Dr. A. Tarnopolski, The Maudsley Hospital, London; Rosenstadt lecture. 2127 Medical Sciences Building. 4 p.m. (Medicine)

Recapturing the Joys of the City: The Future of Architecture.
Wednesday, May 17
Dean Anthony Eardley, School of Architecture & Landscape Architecture; Wit and Wisdom at the University of Toronto series. Room 140, School of Architecture & Landscape Architecture. 6 to 7.30 p.m. Tickets \$10. Information: Ed Thompson, 978-8991. (UTAA)

What Does an Elective in Human Sexuality Do to a Medical Student's Knowledge and Attitude?
Thursday, May 18
Prof. David Shaul, Department of Obstetrics & Gynaecology. 3163 Medical Sciences Building. S to 6.30 p.m. (Studies in Medical Education)

The Contribution of Leading Canadian Medical Schools to the World-Wide Reorientation of Medical Education.
Friday, May 19
Prof. Henry J. Walton, University of Edinburgh. Auditorium, Clarke Institute of Psychiatry. 10 a.m. (Psychiatry)

The Development of the Havana Centre for Genetic Engineering and Biotechnology and Application of its Products including Interferon.
Tuesday, May 23
Dr. Manuel Limonta Vidal, Centre for Genetic Engineering & Biotechnology, Havana. 4171 Medical Sciences Building. 4 p.m. (Biochemistry)

Super-Conductivity: Around the World and at U of T.
Wednesday, May 24
Prof. Allan Griffin, Department of Physics; Wit and Wisdom at the University of Toronto series. 118 McLennan Physical Laboratories. 7 to 7.30 p.m. Tickets \$10. Information: Ed Thompson, 978-8991. (UTAA)

Exhibitions

JUSTINA M. BARNICKE GALLERY, HART HOUSE

Tibor Pólya and the Group of Seven/Hungarian Art in Toronto Collections: 1900-1949.
To June 8
Both Galleries.
Gallery Hours: Monday and Friday, 11 a.m. to 6 p.m.; Tuesday to Thursday, 11 a.m. to 8 p.m.; Saturday and Sunday, 1 to 4 p.m.

THOMAS FISHER RARE BOOK LIBRARY

1789: Année de la Liberté.
To August 31
An exhibition of books, pamphlets, plays and other materials relating to the first year of the French Revolution. 1st and 2nd floors.
Hours: Monday to Friday, 9 a.m. to 5 p.m.

ROBARTS LIBRARY

Canadian-Polish Publications.
To May 30
A collection of newspapers and books published in Canada written in Polish and English; co-sponsored by the Cultural Committee of the Canadian-Polish Congress. Main Display Area.
Hours: Monday to Friday, 8.30 a.m. to 12 midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m. (Public & Community Relations)



Illustration for "1789: Année de la Liberté." See Exhibitions.

Seminars

Experimental Studies in the Retention and Addition of New Bone to the Skeleton.
Tuesday, May 16
Prof. Webster Jee, University of Utah. Basement auditorium, Queen Elizabeth Hospital, SSO University Ave. S.30 p.m. (Bone & Mineral Group and Upjohn Pharmaceutical Co.)

Colloquia

Aging in Australia: Social Policy Issues.
Tuesday, May 23
Adam Graycar, commissioner for the aging in South Australia. Room 722, Faculty of Social Work, 246 Bloor St. W. 2 p.m. (Social Work, COMSOC and Gerontology)

Films

Innis Spring Film Program.
Friday, May 26
Wilhelm and Birgit Hein in person with their films; in conjunction with the International Experimental Film Congress. Innis College Town Hall. 7 p.m. Information: 588-8840 or 978-7790.

Making New Bone in Osteopenic Skeleton: An Overview for Clinicians.

Wednesday, May 17
Prof. Webster Jee, University of Utah. 2E Assembly Hall, 2nd floor, St. Michael's Hospital, 30 Bond St. 8.30 a.m. (Bone & Mineral Group and Upjohn Pharmaceutical Co.)

Job Oriented Production Scheduling.

Wednesday, May 17
Profs. N.A.J. Hastings and C-H. Yeh, Monash University, Australia. 211 Roseburgh Building. 3 p.m. (Industrial Engineering)

Analysis of Activation of Transcription by the Human Estrogen Receptor and Approaches to Its Molecular Cloning.

Tuesday, May 23
John White, candidate for assistant professor position in Banting & Best Department of Medical Research. Room 417, C.H. Best Institute, 112 College St. 4 p.m. (Banting & Best Medical Research)

Purification of the Corticotropin-releasing Factor Receptor and Approaches to Its Molecular Cloning.

Thursday, May 25
Erica Nishimura, candidate for assistant professor position in Banting & Best Department of Medical Research. Room 417, C.H. Best Institute, 112 College St. 3 p.m. (Banting & Best Medical Research)



Regulation of Cell-Cell Interaction during Development.

Monday, May 29
Prof. Urs Rutishauser, Case Western Reserve University, Cleveland. Room 417, C.H. Best Institute, 112 College St. 12.30 p.m. (Banting & Best Medical Research)

Receptor Regulation of Inositol Phosphate Metabolism.

Monday, May 29
Keith Wreggett, candidate for assistant professor position in Banting & Best Department of Medical Research. Room 417, C.H. Best Institute, 112 College St. 4 p.m. (Banting & Best Medical Research)

Music

ROYAL CONSERVATORY OF MUSIC

Noon Hour Series.
Wednesday, May 17
John Kruspe, piano. Concert Hall. 12.15 p.m.

Twilight Series.
Thursday, May 18
Canadian Piano Trio: Gloria Saarinen, piano; Jaime Weisenblum, violin; and Nina Tobias, cello. Concert Hall. S.15 p.m. Tickets \$2, students and seniors \$1.

Information on all Conservatory concerts available from the publicity office, 978-3771.

Meetings and Conferences

Planning & Priorities Committee.

Monday, May 15
Council Chamber, Simcoe Hall. 4 p.m.

Italian Canadiana.

Thursday, May 18
Sixth annual symposium, Centre for Italian Canadian Studies of the Department of Italian Studies. Sessions will be held in 179 University College. First session. Il primo contributo canadese alla letteratura italiana moderna, Maddalena Kuitunen, Department of Italian Studies. Giambattista Vissiolo e il suo eroe canadese ne la *Cambiale di matrimonio*, Gabriele Erasmi, McMaster University. Anna Maria Morrone "Quattro anni al Canada," Angelo Principe, Erindale College. The Siena Program: The Italian-Canadian Experience, Rocco Capozzi, Department of Italian Studies. 10.15 a.m. to 12 noon.

Second session.

The Ethics of Ethnicity, Linda Hutcheon, Centre for Comparative Literature.

Feminisme italo-québécois au masculin: Le théâtre de Marco Micone, Alexandre L. Amprimo, Brock University. Le Chevalier Henry de Tonty: un aventurier italien vu par un romancier québécois, Leonard Rosmarin, Brock University.

The Old and the New: The Italian Canadian Dialectic, Sandra Saccucci, Department of English. 1.30 to 3 p.m.

Third session.

Aspects of the Settlement of Italians in Metro Toronto, Lydio Tamasi, Centre for Migration Studies, New York.

Aspetti di prosa popolare italiana in Canada, Caterina Cicogna, Italian Consulate General.

Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 4S Willcocks St., by the following times:

Issue of May 29, for events taking place May 29 to June 12: **Monday, May 15**

Issue of June 12, for events taking place June 12 to June 26: **Monday, May 29**

Miscellany

Book and Art Sale.

Friday, May 16 to Sunday, May 28
Paperbacks, hardcovers, art, prints, antique books and records. New and used. U of T Schools, Bloor St. W. at Spadina. Friday, 4 to 8 p.m.; Saturday, 10 a.m. to 6 p.m.; Sunday, 10 a.m. to 4 p.m. (UTS)

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Noon-2:30, 5-11 p.m., Mon.-Fri.

Sat. 5-11 p.m.

Sun. 5-10 p.m.

Research Notices

For further information and application forms for the following agencies, please contact ORA at 978-2163.

American Foundation for AIDS Research

Letters of intent are invited for proposals in the following targeted areas of paediatric AIDS research: effects of HIV on fetal tissue and cell development; maternal factors influencing HIV infection of the fetus; animal models of HIV infection to determine maternal-fetal factors affecting virus transmission; studies on the mechanism of defective growth and development of infants and children infected with HIV; animal models of HIV infection to study maternal-fetal treatment. Full applications will be solicited from submitted letters of intent.

Investigators are advised that grants may be awarded to foreign institutions if the institution is considered to be uniquely capable of providing the facilities and resources necessary for the particular research project. Where study will be undertaken at US institutions, short-term travel grants are available.

Deadline for letter of intent is *May 31*.

Medical Research Council

New competition deadlines are now in effect for the MRC university-industry programs: operating and equipment grants: *August 15* and *October 1, 1989* and *March 1, 1990*. research personnel programs: *November 1*.

National Institutes of Health

Investigators are advised that any additional material including anything omitted from NIH applications should be held until receipt of the notification of assignment. This notification will contain the name and telephone number of the executive secretary of the study section who should be contacted regarding the submission of missing or additional material.

Upcoming Deadline Dates

AmFAR/Pediatric AIDS Foundation — letter of Intent: *May 31*.

Canada Council — Killam research fellowship; Isaac Walton Killam Memorial Prize nominations: *June 30*.

Canadian Foundation for AIDS Research — research grants (anticipated deadline): *June 30*.

Health & Welfare Canada — AIDS-related resubmissions/new proposals outside

of the special competitions: *May 15*.

Laddlaw Foundation — (psychiatry, child development) research awards; distinguished scholar award: *May 15*.

Ministry of Colleges & Universities, URIF — for May 31 ministry deadline, internal deadline at ORA: *May 24*.

National Institutes of Health (US) — new and unsolicited research grants: *June 1*.

Ontario Ministry of the Environment — research grants: *June 15*; pesticide advisory committee: *June 30*.

Physicians' Services Inc. Foundation — research grants: *June 9*.

Searle Canada Inc. — NSAIDS: *May 31*.

SSHRC, Research Communications Division — aid to occasional scholarly conferences in Canada (Oct-Feb): *June 30*.

U of T — Connaught senior fellowships in the humanities and social sciences: *May 15*.

Humanities & Social Sciences Committee of the Research Board — general research grants: *May 15*; grants-in-aid: *June 1*.

Whitaker Foundation — (biomedical engineering) research grants (letters of intent): *May 15*.

PhD Orals

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

Wednesday, May 17

David Allan Hull, Department of Mechanical Engineering, "An investigation into the Fatigue Crack Growth Behaviour of an IMI829 Titanium Rotating Disc Material." Prof. D. McCammond.

Friday, May 19

David Andrew Johns, Department of Electrical Engineering, "Analog and Digital State-Space Adaptive IIR Filters." Profs. A.S. Sedra and W.M. Snelgrove.

Tuesday, May 23

J. Edward Hudson, Faculty of Social Work, "An Analysis of Social Work Tasks in Canadian Hospital-Based Palliative Care Programs." Prof. L. Wells.

Joan Eva Janet Mount, Faculty of Management, "The Effect of Mood on Cognitive Processes." Prof. A. Mitchell.

Wednesday, May 24

William Erich Arno Hintz, Department of Botany, "The Mitochondrial Genomes of Agaricus." Prof. P.A. Horgen.

Gordon Wilson MacDonald, Department of Mathematics & Applied Mathematics, "Invariant Subspaces for Weighted Translation Operators." Prof. P. Rosenthal.

Diana Alexandra Patterson, Department of English, "The

Moral of the Next Marbled Page in Sterne's *Tristram Shandy*." Prof. D. G. Neill.

Thursday, May 25

Dorothy Catherine Africa, Centre for Medieval Studies, "The Politics of Kin: Women and Preeminence in a Medieval Irish Hagiographical List." Prof. D.N. Klausner.

Jeffrey Donald Bjorge, Department of Clinical Biochemistry, "Regulation of Epidermal Growth Factor Receptor Expression by Epidermal Growth Factor and 12-O-Tetradecanoyl-Phorbol-13-Acetate in a Human Breast Cancer Cell Line." Prof. J.E. Kudlow.

Friday, May 26

Tomoichi Ishizuka, Department of Education, "Selection of a Subset of Variables from the Viewpoint of Variation including Comparison with Principal Components and Some Generalizations." Prof. R. Bharagava.

John Ross McLaughlin, Department of Community Health, "Prognosis in Systemic Lupus Erythematosus: The Contribution of Renal Biopsy and Variables That Change over Time." Prof. C. Bombardier.

Larry Louis Morton, Department of Education, "Directed Attention Effects on Dichotic Listening Performance in Subtypes of Disables Readers." Prof. L. Siegel.

John Fraser Wright, Department of Biochemistry,

"Studies on the Interaction between Immunoglobulin M and the First Component of Complement." Prof. R. Painter.

Monday, May 29

David Wayne Hillock, Faculty of Social Work, "The Social Adjustment of Female Single Parents Who Are Separated or Divorced: A Social Relations Model." Prof. S. Neysmith.

William Raymond Louden, Department of Education, "Understanding Teaching: Meaning and Method in Collaboration Research." Prof. J. Weiss.

Stanislaw Wladyslaw Tarasewicz, Department of Electrical Engineering, "Modeling of Depletion Mosfets using Equivalent Triangular Doping Profile for Implanted Channels." Prof. C.A.T. Salama.

Thursday, June 1

Maureen Garner, Department of Education, "Clinical and Psychological Predictors of Body Image Disturbance in Anorexia Nervosa and Bulimia Nervosa." Prof. S. Meizitis.

Pamela Ann Cooper, Department of English, "Power, Creativity and Femininity in the Fictions of John Fowles." Prof. L.A.M. Hutcheon.

Virginia Margaret McGowan, Department of Anthropology, "A Genetic Study of Immunoglobulin Allotypes of an East Indian Community in Trinidad." Prof. T.E. Reed.

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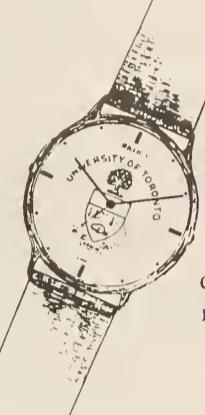
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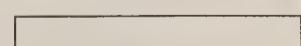
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Equity campaign 'distressing'

I AM DEEPLY concerned about employment equity but find the current campaign, like those for U of T Day and the United Way, distasteful and depressing. Second only to the expensive custom-designed printing and papers, which have eaten funds desperately needed for theses and other expenses, I object most to the

mindless overkill approach to the task.

We are supposed to be a group that thinks and that cares about essences more than appearances. It is painful to suffer on our own turf the same sort of knee-jerk, market-research, no-content tactics that glut our mailboxes at home: two vacuous mailings before the questionnaire, the questionnaire and now another shiny flyer asking ALL of us if we filled it out — all this on top of directives from the administration and special training sessions for our own over-worked secretaries.

These mailings are for those who don't like to think. It depresses me to see the University's money in the hands of those who know so little about how scholars think and what moves them.

Every day I see people get their mail. What do they throw away? Most of it.

What stops them in their tracks every time? A task they respect, or an idea, carefully explored, clearly and simply written. What do they get passionate about? The standards of their work, as well as the waste of University resources on non-academic and non-intellectual activities.

Think with us about what is real in employment equity issues; don't just bury us in clay-coated papers. Given the already strong support of the administration and the sympathy of many in the community, this task could be done with a fraction of the personnel, for a fraction of the cost, by good notices in the *Bulletin*, one mailing, and the cooperation of secretaries.

Constance R.M. Gardner
Institute for History & Philosophy of
Science & Technology

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Reservations about survey

I WISH TO express reservations about two aspects of the employment equity survey ("Join the Count") recently conducted at U of T.

First, I wonder how the categories for visible minorities were established. No one I have spoken to identifies themselves as West Asian. The general consensus seems to be that Middle Eastern would have been a more appropriate category.

Second, I am not convinced of the need to know who the people with disabilities are. All we really needed was a snapshot of the current situation. Then, when we want to know what changes have taken place, we can take another snapshot. It is quite ridiculous to suggest that we need to monitor the situation continuously when we have absolutely no programs in place to change things.

David Askew
President
University of Toronto Staff
Association

Ruling should be clear

WE WERE very pleased to read President Connell's comments in support of the Sexual Harassment Policy & Procedures in the April 17 *Bulletin*. We are concerned, however, that the position of the University with respect to the recent ruling of the Sexual Harassment Hearing Board has been somewhat equivocal.

Although a unanimous verdict was reached by the members of the board, the University effectively failed to back its board's decisions by refraining from putting into effect the agreed upon sanctions. We are concerned that pending the appeal, and in disregard for both the board's decision and the recommenda-

tion of the sexual harassment officer, the University has failed to discipline the respondent or to restrict his continued access to the Hart House facilities. The complainant meanwhile continues to be exposed to the threat of harassment.

This threatens not only to weaken the force of the recent ruling, but indeed to vitiate the sexual harassment policy at this university. It would be unfortunate if this important policy were to be rendered ineffectual from the outset.

Rebecca Comay
Ad Hoc Committee on the Status of
Women

Debate was cut short

AT THE April 12 meeting of CUEW Local 2 my bylaw motion, "In respect for the various religious and personal moral perspectives of its members Local 2 will refrain from supporting either side of the abortion issue," was rejected.

Although I had given several weeks notice of the motion, it did not appear on the agenda, which included a section on bylaw amendments.

Unfortunately, debate was cut short and I did not have a chance to respond to several objections.

Rather than all members being free to support the abortion stance they prefer, as a result of the meeting some members must now support pro-choice against their conscience.

The only alternatives for these individuals seem to be non-membership or applying to the Ontario Labour Relations Board for "religious exemption" from paying dues to the union.

Dana Colarusso
Graduate student
Department of English

Groupthink?

I THOUGHT letters to the editor were signed by the individual or individuals who wrote them, but the *Bulletin* published on May 1 (perhaps consistent with the canons of collectivism celebrated on this day), a letter from "The faculty of the Women's Studies Programme, New College," and one from the "Advisory Committee to the Status of Women Officer." Neither letter had any sort of identification of its authors. Is this novel letter-writing format part of our re-education in the principles of groupthink?

John J. Furedy
Department of Psychology

Commendation

I WAS PLEASANTLY surprised to see the April 17 *Bulletin* carry a news item on the Harry Jerome awards sponsored by the Black Business & Professional Association of Ontario.

I hope your doing so indicates both a desire and an intent to manifest an interest in the affairs of several ethnocultural groups whose members form part of the vibrant student, faculty and support resources of our institution.

I commend you on your drawing this event to the attention of the University community.

Professor Emeritus George W. Bancroft
Department of History, Philosophy &
Sociology of Education

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Bloor/U of T. Luxury studio apartments in renovated Victorian house. Fireplace, sauna, laundry facilities, parking. Could be totally equipped including microwave, china, dishes, linens, TV, etc. Immediate. Call 971-6094 or leave message.

Super convenient location, super amenities. 2-bedroom Village-by-the-Grange condominium, across the street from the Art Gallery of Ontario, easy walk to all U of T, Chinatown, Eaton Centre, SkyDome, downtown financial district, etc. Includes heat, hydro, cable TV, central air conditioning, 24-hour security, recreation centre membership (pool, saunas, weights/exercise room, pool table, ping pong, more). Easy laundry, shopping, dining and parking on sub-levels. Lease 1 year (renewable) to persons/couple affiliated with U of T. \$1,590/month. 971-5711.

House for rent: July 1st — August 26th. Completely furnished, three bedrooms, suit couple or small family. One mile from downtown campus. Parking. \$1,200 per month. 536-5542 evenings.

Annex Home: Walk to U of T. Furnished, equipped, 3 bedrooms, 2 floors, huge backyard, parking, piano, fireplace, laundry. Minutes to subway, shopping, French immersion school. Special to cat lovers. \$1,300 + utilities. References. August 1989 — June 1990. Phone 531-2905.

Charming furnished home, 3/4 bedrooms, hardwood floors, sunroom, large kitchen, garden & parking. 10-minute drive U of Toronto. Bathurst & Davenport. Available July 15th. \$1,600 plus utilities. 537-3222.

Sabbatical rental — furnished 2-bedroom house with study, across from park. Parking, inground pool, garden, fireplace, 5 appliances. Close to TTC, shopping, good schools, Yonge & Lawrence. Available September 1989 through August 1990. \$1,200 per month plus utilities. 488-3515 evenings.

Beach area. Fully furnished one-bedroom apartment in house. Large deck, yard, parking. Modern kitchen, dishwasher, microwave. Close to streetcar, subway, shopping, 10 minutes to beach. \$850 per month all inclusive. August — May (negotiable). 694-4735, 759-8534.

Visiting Academic! September 1989 — May 1990 (flexible). Fully furnished 2-bedroom apartment on two floors. Skylight/hardwood floors/washer & dryer/access to yard. 20 minutes from University by TTC. \$900/month. 536-7559.

Brunswick/Sussex. Fully furnished, equipped (5 appliances) upper duplex, 1½ baths (bidet en suite), cable, 2 bedrooms; quiet, charming Victorian house, 5 minutes to University. Lease 1/2 years, references, non-smokers. \$1,575 inclusive. From July 15. 964-7270.

Broadview/Danforth: minutes to U of T and Ryerson by subway. Spacious, quiet, 3-bedroom lower duplex. Laundry, garden, parking. Close to French Immersion schools, library, park. Suit small family or three singles who are non-smokers. Available July 1 or June 15. \$1,200 + utilities. Call 487-1093. Please leave a message.

Broadview & Danforth. Large 5-bedroom home with nanny's suite, 1 block shops, subway. Central air, fireplace, 2 x 4-piece baths, garden; private, public and separate schools within 3 blocks; parks with swimming pools, tennis. \$2,500 plus approx. \$120 utilities. 2 references. June 30, 1989, 1- to 2-year lease. Parking space possible. Collette 466-3858.

Admiral Road — 5 minutes from campus. Furnished apartment with 2 bedrooms, study, living/dining-room. Laundry facilities, fireplace, private entrance, utilities included. Available May 15 — August 31. \$895 per month. References. Call 822-4015, evenings 963-9337.

Sabbatical Rental: Bloor/Cawthra. Detached three-bedroom house, air-conditioned, all appliances, front garage with double drive, swimming pool with private backyard, walking distance to shopping, schools and transit. \$950 (without furniture), \$1,200 furnished. Call 678-2704.

Furnished house — professor on sabbatical leave wishes to rent house August 15, 1989 — August 15, 1990. Yonge/Steeles, four bedrooms, all appliances, air conditioning, cat. \$1,900/month plus utilities. 764-9354 (evenings), 736-2100 ext. 7742 (days).

Cozy, furnished 2-bedroom bungalow with attached greenhouse on lovely, landscaped ¼ acre lot in old Richmond Hill. Suit visiting faculty member or graduate student. \$1,400/month + utilities. Available July 1. Call 884-6616 after 5 p.m.

University area, Bloor and St. George. Luxury bachelor condominium at 95 Prince Arthur. Full services and security, air-conditioned, 5 appliances, available June 1 to August 31 or longer lease. Call 893-1451 evenings or 393-1661, Nancy Macdonald.

Esplanade. One-year lease. Unfurnished, new, luxury condo, 1 bedroom + den. All appliances. Roof-top recreational facilities. 24-hour security. Panoramic view. Walk to Dome, Harbourfront, commerce. Parking available. Professionals only. Joan 239-8484, evenings 231-4205.

Beautifully furnished home for rent, 3 blocks north of Wilson, near Bathurst. Four-bedroom bungalow. Finished basement, separate entrance. Available September 1, 1989 to August 31, 1990. \$2,000 per month plus utilities. Tel. 398-0786 evenings.

Absolutely charming Victorian house near U of T, hospitals, 4 bedrooms. Completely furnished, central air, all appliances, antiques, parking, gardener. \$1,900. August 1989 — June 1990. 966-5330.

Summer rental June 1 — August 31, 1989. Furnished bungalow, bedroom, den, living-/dining-room, bathroom, kitchen. Pleasant back garden. Main/Danforth area, 5-minute walk to subway. Close to shopping and beach. Prefer non-smoker. \$1,200/month. 694-2579 evenings.

Charming, restored three + bedroom house in Toronto. Furnished. Ten minutes from downtown. Quiet tree-lined street, beside subway. Close to beaches. Available July 16 to August 19. \$350 per week. Phone 465-4114.

Sublet. St. Clair/Dufferin area for June/July/August. Attractive one-bedroom furnished main-floor apartment to sublet. Sun-deck, parking, TTC, central. Price negotiable. Days 533-0603; evenings 658-6411.

Close to U of T on Willcocks. Clean/bright one-bedroom furnished or unfurnished apartment on ground-floor of Victorian house on quiet street. Wood floor, fireplace, patio, basement with washer/dryer. \$1,055/month includes utilities. Call 822-4015 (8-5)/963-9337 (evenings).

House to rent. Bathurst/St. Clair — quiet, 3 bedrooms, 5 appliances, modern bathroom, kitchen, backyard and deck, no pets, non-smokers. \$1,500 + utilities. Available July 1, 1-year lease. 656-8644 after 6.

Admiral Road — Beautiful new studio apartment, private entrance, five appliances. \$795 per month. Parking extra. References. Call 822-4015, evenings 963-9337.

House for rent. July and August 1989. Three minutes to Yonge and Lawrence, subway. Four bedrooms, sun-room, study in cool basement, garden on quiet street, large renovated kitchen. Rent negotiable. Phone Ketchum 487-2795.

Etobicoke condo — large, 3 bedrooms, den, 2 full bathrooms, eat-in kitchen, central air. Parking, TTC, schools. Recreational in-house facilities: pools, tennis, gym, sauna, Becker's, cleaners, salon. Available August. \$1,300/month, utilities included. Barbara, 978-5188 work; 622-3260 home.

Short-term rental ideal for visiting faculty. Charming renovated house looking south on large park, fully furnished, one bedroom and two studies (one of them convertible into a bedroom), all appliances (including central air conditioning, microwave, VCR), piano, small terraced garden with gas barbecue, close to Bloor subway and shopping, Danforth/Greenwood. \$1,400 plus utilities, September to December 1989. Phone 978-2390.

One-bedroom apartment in Annex to sublet. Available end of June. Minimum one year. Parking available. Call Lesley at 965-2064 (days) or 972-6601 (evenings). July 1 through August 31, \$1,600/month. 3-bedroom furnished family house. Renovated, airy, garden, laundry. Minutes from U of T and Bathurst station. 928-9350.

Bloor/Dufferin. Newly painted, bright, floor refinished, one-bedroom apartments, first-floor or basement, steps to subway and shopping. Good for one person or couple. \$680 or \$550 plus utilities. Tel. 924-2443 or 921-0889.

Large 3-storey house in South Parkdale, 4 bedrooms, 2 baths, 6 appliances, fireplace, deck, large fenced-in yard + garden, steps to TTC, 1-year lease. Available Fall 1989, \$1,600 + utilities. Call 531-7801.

Short-term rentals in Harbord/Bathurst area, close to campus: furnished house with deck and garden for rent July first to mid-August. Also, available immediately, furnished one-bedroom apartment to sublet for the summer, \$750/month. For details call 532-2479.

Marlee, 2-bedroom, 1½ bathroom apartment, furnished for a couple. 8-minute walk to Eglinton West station. July 1 — August 20 (August 31 optional). \$900/month + deposit, utilities included. A/C, pool, parking. Call 978-4188 until 6 or 488-6091 after.

Cabbagetown Victorian cottage, 2 bedrooms, fully furnished including A/C, laundry, gas BBQ, dishwasher, microwave, skylight, deck, gardens, 5 minutes from Carlton and Parliament. Sublease May 28th to August 25th. \$1,400/month includes utilities. Call 922-3464.

Yonge/Eglinton. Sublet — bright, clean, fully furnished 2-bedroom apartment with balcony for July and August. Parking, laundry, all utilities, pool, tennis. Asking \$950/month. Prefer professional or adult student. Phone 487-7310.

Three-bedroom detached house. Eglinton and Weston Road. \$1,100 per month plus utilities. 1-344-7295.

Ellesmere/Nielson, 4-bedroom house, family room, rec. room, 2 washrooms, fireplace, air-conditioned, washer/dryer, fridge, stove and dishwasher, double garage, near schools, buses and 401. Available July or August. Phone 392-0019.

Central (Hillcrest Park Area) 2 miles from U of T campus. Spacious, bright, newly decorated, furnished bachelor apartment. 1 block to TTC and shops. New appliances, private entry, garden, parking. Phone 654-0901 after 6 p.m. \$450.

Beverley & Dundas. Apartment for rent. 2 bedrooms, 1 4-piece. Newly renovated. Close to U of T, hospitals, Chinatown. \$1,200/month. Call after 3 p.m. 979-2832.

Coxwell & Danforth. Bright, 2-bedroom apartment; deck and walk-out to garden and parking; laundry included. Fully furnished or furnished to suit. Available from June 1st to August 31st. \$1,000 inclusive/month. Call Paul or Mary 691-1900.

Spacious ranch bungalow. Upper level — 3 bedrooms, 2 bathrooms, kitchen. Lower level — 2 bedrooms, kitchen, bathroom, family room with bar & fireplace. Near TTC, Allen Expressway. June occupancy. \$2,500/month (flexible). Barbara Yanover. 449-2020.

Accommodation Rentals Required

Southam Fellow — (Professional Journalist based in Latin America) and wife urgently require comfortable 2-bedroom apartment with all facilities in Annex, Riverdale, or similar area near University for academic year only (August/September through May 1990). Willing to pay what is necessary for quality accommodation in pleasant area close to TTC. If you can help please leave message for David at 492-9646 quoting this ad.

Accommodation Shared

Danforth & Broadview. Professor or mature professionals to share renovated house. TTC 15 minutes to U of T. Furnished bedroom plus deck. House has all appliances, fireplace, yard. Street parking. Non-smoking, organized, quiet. \$450. Maid included. Available immediately. Call Ken Shepard, Ph.D. 463-0423.

Avenue Road/Davisville — 10 minutes to U of T. Third to share large upper duplex with female part-time MBA, male professional. Clean, quiet, non-smoker. Dishwasher, laundry, deck, parking. June 1, \$441/month. Call 481-3705.

Bayview/York Mills. Professional lady will share luxury furnished 3-bedroom town house, air-conditioned, pool, garden, parking space, rec. room. Ideal for visiting professor or recent graduate. Available July 1, \$600/month. Call 391-0961 evenings & weekends.

Queen/Carlaw Streets, professional, female, non-smoker, new town house, 2 bedrooms, 2 bathrooms, air-conditioned, fireplace, \$680 +, 462-1018.

Accommodation Out of Town

Four-chair modern dental clinic and laboratory for lease. 1330 sq. ft. finished and 1000 unfinished. Hamilton, busy intersection. 731-2551.

Charming Quebec style timber-frame home near Cobourg for rent. Furnished, four bedrooms, loft, three bathrooms. Horse care and riding privileges optional. Available for one year August 1. \$1,000 per month plus utilities. 1-344-7295.

Accommodation Overseas

Edinburgh — large renovated flat: fully furnished and centrally heated. On major bus routes, close to city centre and university. Available summer 1989, long- or short-term rentals. £350/month (negotiable) + bills. 785-5768 or 656-8400 (daytime).

Croydon, just South of London, easy access to Kent and Surrey countryside. Furnished house to rent; ideal for family on sabbatical, close to good schools. Good train from E. Croydon Station to central London; also direct to Brighton. 3 bedrooms, dining-room, living-room, kitchen, conservatory, and garden. Quiet neighbourhood. Cost: utilities plus £500 per month (approx. \$1,000 Cdn.). Available June 1st for up to 12 months. Phone: 922-1229 or 922-6981.

Houses & Properties for Sale

College/Bathurst, 7-room condo town house. 3 bedrooms. Ground floor family room with sliding-glass doors to yard. Modern kitchen with adjacent dining area. West facing living-room. Underground parking. 2 bathrooms. 15-year-old complex, well-maintained, professionally landscaped. Near U of T, TTC, schools, shopping. Must sell. Best value downtown at \$224,900. Call Bob Van Alstyne, Terry Martel Real Estate Ltd., 460-4901.

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the Yukon and the Copper Canyon (Barranca del Cobre) in Mexico. We have some trips where we hike out daily from base camps in scenic backcountry areas. No experience is necessary. Request brochure. WILLARDS ADVENTURE CLUB, Box 10, Barrie, Ontario, Canada L4M 4S9. (705) 737-1881.

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Miscellaneous

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The 'excellent research' business

Second of a two-part article.

by Peter Hughes

In part one of this article Hughes discussed the drawbacks of being declared a federal centre of excellence. It is, he said, "to receive a poison pill." He also stated that "teaching income is more and more being used to subsidize research." Here he presents concrete ways to help alleviate these concerns.

IF ONLY small amounts of cash were involved, one might overlook drains on our resources and view them as the cost of being labeled "excellent." This is not the case.

One of the most important concerns is the overhead rate — including "general and administrative" costs — expressed as a percentage of direct costs.

For the calculations below, a research overhead rate of 100 percent of salaries has been used (by "salaries" I mean the salaries of all those directly engaged in the research — professors, students, research engineers, technicians, post-doctoral fellows, etc.). Only the fraction of time spent on research is, of course, chargeable to "research."

This figure of 100 percent is probably severely underestimated. If one looks at the overhead rates of small R&D companies negotiated by the Department of Supply & Services (DSS), few if any have an overhead rate so low (and if DSS has agreed to these rates, one may rest assured they are not too high).

Larger companies have higher percentage rates because, although they can take on larger projects, they tend to be less efficient.

Some may say, "We're not a profit-making institution." True, but irrelevant. I'm talking about recovering real costs, not about adding on a profit.

Others may, in the celebrated fashion of the ostrich, claim that if a cost is indirect or hidden it may not be "real." Here's a simple criterion for "real": if the University pays it, either now or later, it's real. Indirect costs are admittedly difficult to identify — otherwise they would be moved over into the direct column — but they are no less real.

Difficult to calculate

The indirect cost of the Networks of Centres of Excellence (NCE) program to Canadian universities is difficult to calculate precisely, but can easily be estimated. After separating out some non-salary direct costs (such as equipment) which have a relatively small overhead, we are left with salaries NCE will pay, salaries it won't pay (professors), and all the overhead it won't pay (not a farthing).

After making reasonable assumptions, the costs to be borne by Canadian universities are about one and one-third of their income from NCE. Since NCE is a four-year, \$240 million program, the cost shouldered by Canadian universities in the next four years for all the NCE's will be about one-third of a billion dollars.

Short of robbing banks, the only way universities can raise this kind of money is by bleeding it from income from their other customers — from students who expect to be taught, and from the provincial governments who expect a sane balance between teaching and research. The NCE program is a notable federal-provincial fiscal transfer — but in reverse.

I have shown that our research customers are not paying for services rendered, and that, perversely, such custom-

ers are becoming more numerous, more unreasonable and increasingly smug. To seduce us our suitor need only whisper that we are "excellent."

As a matter of principle, we should regularize all our financial policies with regard to research services.

Case in point: in the July 1988 issue of the *DSS Research and Development Bulletin*, it is recorded that of the \$3.26 million spent by the Department of National Defence (DND) for research, \$1.37 million (or 42 percent) went to Canadian universities and \$776,000 (57 percent of the 42 percent) came to the University of Toronto.

So far, so good. In fact, so far, so wonderful. The only problem is that DSS (on behalf of DND) will not pay the full cost of this research. Based on a 100 percent overhead rate, this otherwise exciting research may cost our university as

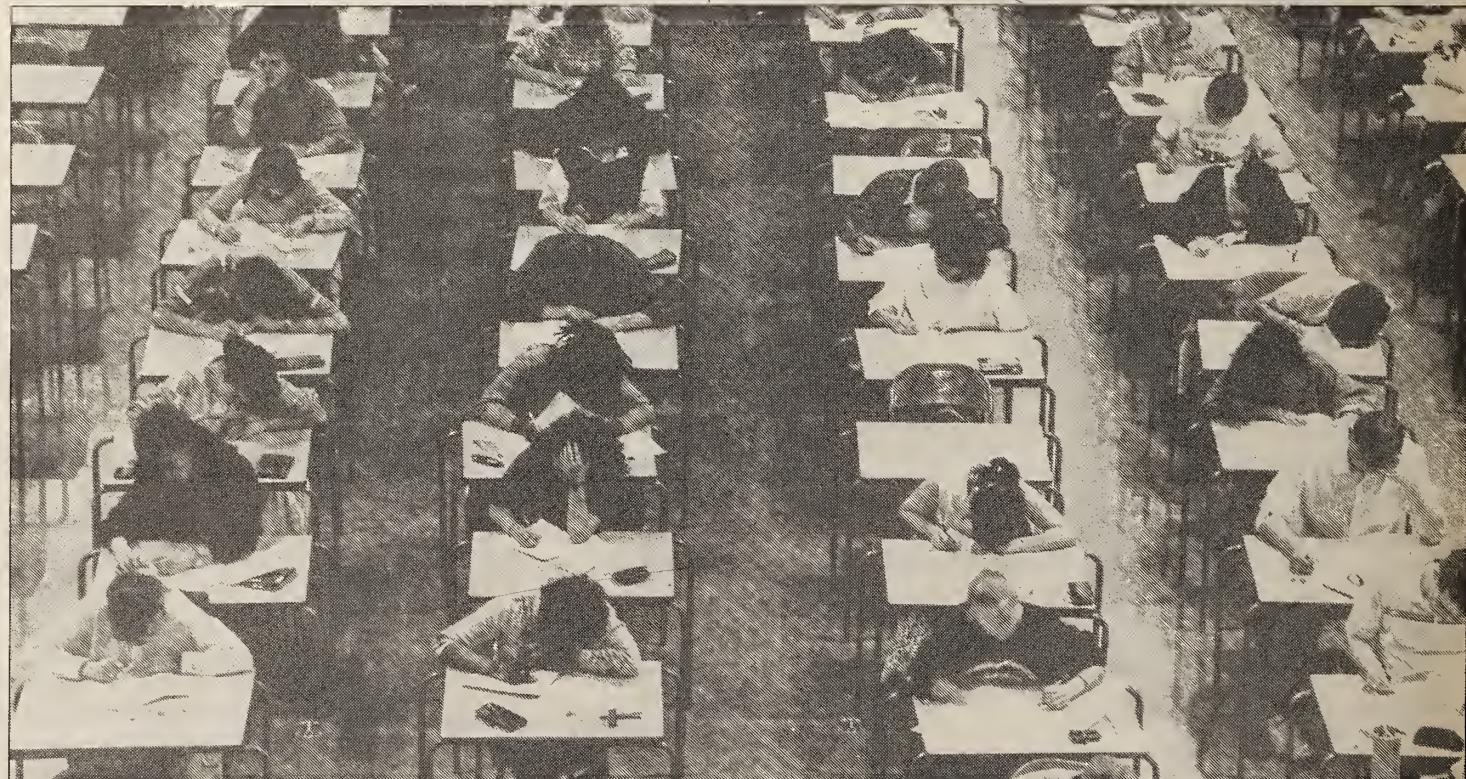
most of our income comes from the province, which should be entreated to develop funding formulas that separate teaching support from research support. It is essential that the province tell us

To seduce us our suitor need only whisper that we are "excellent."

which of their dollars are for teaching and which are for research.

(3) Charge for all indirect costs of research

We are a non-profit institution; we must equally be a non-loss institution. Research "customers" who now pay only



Students taking exams in Varsity Arena. "Teaching income is more and more being used to subsidize research," says Hughes.

much as \$150,000. And this is what happens with one of our more reasonable customers, DSS.

Solutions

I've tried to draw attention to an increasingly serious problem, not to devise detailed solutions. Still, polemics that suggest no solutions are aggravating. The following suggestions are ways to begin confronting this problem.

(1) Determine the real indirect costs of research

We must accurately determine the real indirect costs of our research activities. This determination should be made by an outside consultant. Most insiders are so saturated with the idea that indirect research costs are unthinkable that they can't think about them.

One source of difficulty will be how to treat the supervision of graduate students. Here the teaching and research activities of professors are intertwined. I would be willing to count all staff time really spent with graduate students as "teaching."

(2) Separate provincial teaching and research funding

Having thus established the separate costs of teaching and research, we should then try to match income with costs.

part of overhead costs should in future be convinced to pay all of them. (For example, DSS may be willing to pay realistic overhead costs once a blue-ribbon panel of accountants makes an incontrovertible determination of such costs.)

Any research customer, with the exception of charities and the granting councils, unwilling to pay all — direct and indirect — costs of the research services they receive should not be given those services.

(4) Teaching professors, research professors

Most positions within the University have clear titles and detailed job descrip-

We are a non-profit institution; we must equally be a non-loss institution.

tions. Professors are a notable exception. In an era when some professors spend most of their time researching, and when our research customers are becoming increasingly different from our teaching cus-

tomers, the vague terminology "professor" encourages the current costing chaos.

I see merit in replacing the single designation "professor" by two designations: "teaching professor" (assistant, associate and full) and "research professor" (assistant, associate and full).

(One's reaction to the first set of job titles is a measure of one's attitude toward the idea of professors teaching.)

Teaching professors would spend most of their time teaching — a bit less than in community colleges, owing to more sophisticated course material. Research professors would not generally be expected to teach courses. The highest current rank — University Professor — would not be split. They have earned the right to do as they wish.

For example, if a professor desires to do both teaching and research, and if the University is similarly desirous, this can be handled by cross appointments. Current professors in the system would be labeled "teaching," "research," or "cross-

appointed," depending on their teaching/research mix.

(There are some common threads between this suggestion and that of Professor Gerald Whyte, who in the January 9 *Bulletin* proposed restructuring ourselves into three Universities of Toronto. However, my suggestion keeps research professors and teaching professors in each department so that the positive relationship between teaching and research will not be lost. My suggestion is also, I believe, more easily implemented.)

Graduate student supervision — that most perfect blend of teaching and research — could be categorized as "teaching." This would permit the "teaching professor" to be involved in teaching-related research without cross appointment, and to accept grants-in-aid from the national research councils.

Might teaching professors feel inferior to research professors? Not if salary scales and promotion policies were thoughtfully devised (and the former would presumably have summers off). Moreover, there would be enough money to pay appropriate salaries to teaching professors once the fees from their customers (students) were not diverted to subsidize research.

Throughout we would distinguish, always and everywhere, between "teaching" dollars and "research" dollars.

Peter Hughes is Cockburn Professor at the Institute for Aerospace Studies.